

LAMPIRAN-LAMPIRAN
LAMPIRAN 1
KUESIONER PENELITIAN

KUESIONER PENELITIAN

Dengan Hormat,

Sehubungan dengan tugas penyelesaian skripsi, maka saya:

Nama : Yunia Rahmat Setiadi

Judul : *Perceived Organizational Support* Sebagai Variabel Moderasi Pengaruh Stres Kerja Terhadap Kepuasan Kerja Dan *Turnover Intention* (Studi Kasus pada Bank Muamalat Yogyakarta)

Status : Mahasiswa Ekonomi Syariah Fakultas Agama Islam Universitas Muhammadiyah Yogyakarta (UMY)

Responden yang terhormat, saya mengucapkan terima kasih atas kesediaan anda sebagai responden penelitian. Tidak ada kriteria yang benar dan salah dalam pengisian kuisisioner ini, untuk itu saya memohon agar saudara/i dapat memberikan jawaban pada setiap pernyataan. Selanjutnya data yang terkumpul akan disajikan tanpa mencantumkan nama orang, sehingga data tersebut tersaji dalam bentuk keseluruhan dan bukan data individu yang saudara/i berikan. Jika ada pertanyaan terkait kuisisioner ini, anda dapat menanyakan langsung ke **082221499390 (Yunia Rahmat Setiadi)** atau mengirimkan email ke yuniarahmatsetiadi@gmail.com

Peneliti menjamin kerahasiaan identitas Saudara.

PENTING !!!

Nama :.....(Boleh tidak diisi)

No HP :.....(Boleh tidak diisi)

Petunjuk: Berilah tanda **check list** (✓) pada kotak jawaban yang telah disediakan.

Apakah anda merupakan karyawan di bank Muamalat?

Ya (silahkan melanjutkan pengisian kuisisioner)

Tidak (berhenti sampai disini/mohon tidak melanjutkan)

1. Jenis Kelamin:

2. Usia:

3. Lama bekerja:

Perempuan

20 – 25 tahun

dibawah 1 tahun

Laki-Laki

26 – 31 tahun

1 – 3 tahun

| | | | | | | |
|------|--|--|--|--|--|--|
| SK11 | Kondisi kerja kurang mendukung dalam melaksanakan pekerjaan. | | | | | |
|------|--|--|--|--|--|--|

| Kepuasan Kerja | | | | | | |
|-----------------------|---|------------|-----------|----------|----------|-----------|
| KET | PERNYATAAN | STS | TS | N | S | SS |
| KK1 | Saya mampu untuk senantiasa sibuk sepanjang waktu. | | | | | |
| KK2 | Saya dapat mandiri terhadap pekerjaan saya. | | | | | |
| KK3 | Saya dapat melakukan beragam kegiatan setiap waktunya. | | | | | |
| KK4 | Kesempatan saya bermanfaat bagi masyarakat lebih terbuka. | | | | | |
| KK5 | Pimpinan saya mampu melayani pegawainya dengan cara yang lebih baik | | | | | |
| KK6 | Pimpinan saya sangat berkompeten dalam membuat keputusan. | | | | | |
| KK7 | Saya melakukan aktivitas yang tidak bertentangan dengan hati nurani. | | | | | |
| KK8 | Pimpinan mampu membuat saya tetap bekerjasama dengan dirinya. | | | | | |
| KK9 | Saya berkesempatan membuat sesuatu untuk orang lain. | | | | | |
| KK10 | Saya berkesempatan berpikir sesuatu untuk orang lain. | | | | | |
| KK11 | Saya berkesempatan melakukan sesuatu dengan usaha dan kemampuan saya sendiri. | | | | | |
| KK12 | Kebijakan organisasi/perusahaan ini telah sesuai dengan realisasi. | | | | | |
| KK13 | Gaji yang saya terima sudah sesuai dengan pekerjaan yang saya lakukan. | | | | | |
| KK14 | Saya berkesempatan mengembangkan diri untuk lebih baik dalam pekerjaan ini. | | | | | |
| KK15 | Keahlian saya dihargai dalam pekerjaan ini. | | | | | |
| KK16 | Saya berkesempatan mencoba metode sendiri pada pekerjaan saya. | | | | | |
| KK17 | Kondisi pekerjaan saya secara keseluruhan dinilai baik. | | | | | |
| KK18 | Saya dan rekan saya berinteraksi serta berkomunikasi dengan baik. | | | | | |
| KK19 | Saya berkesempatan mendapat pujian dari para pegawai untuk pekerjaan yang baik. | | | | | |

| | | | | | | |
|------|--|--|--|--|--|--|
| KK20 | Perasaan/perkiraan saya terhadap prestasi kerja saya kedepannya berpotensi baik. | | | | | |
|------|--|--|--|--|--|--|

| Perceived Organizational Support | | | | | | |
|---|--|------------|-----------|----------|----------|-----------|
| KET | PERNYATAAN | STS | TS | N | S | SS |
| POS1 | Organisasi saya peduli tentang pendapat-pendapat saya. | | | | | |
| POS2 | Organisasi saya sangat peduli mengenai kesejahteraan saya. | | | | | |
| POS3 | Organisasi saya benar-benar mempertimbangkan tujuan dan prinsip hidup saya. | | | | | |
| POS4 | Bantuan selalu ada dari organisasi saya ketika saya memiliki masalah. | | | | | |
| POS5 | Organisasi saya akan memaafkan sebuah kesalahan saya, jika diungkapkan secara jujur. | | | | | |
| POS6 | Organisasi akan mengambil kesempatan yang dapat saya manfaatkan.* | | | | | |
| POS7 | Organisasi saya menunjukkan sedikit perhatian terhadap saya.* | | | | | |
| POS8 | Organisasi saya dengan sukarela membantu saya jika saya membutuhkan bantuan. | | | | | |

| Turnover Intention | | | | | | |
|---------------------------|--|------------|-----------|----------|----------|-----------|
| KET | PERNYATAAN | STS | TS | N | S | SS |
| TI1 | Saya sering berfikir untuk meninggalkan pekerjaan ini. | | | | | |
| TI2 | Saya akan segera mencari pekerjaan baru. | | | | | |
| TI3 | Saya akan secepatnya meninggalkan perusahaan ini. | | | | | |
| TI4 | Saya mungkin meninggalkan perusahaan diwaktu mendatang jika masalah yang ada tidak mampu saya pecahkan dan saya tidak mampu berfikir secara efektif. | | | | | |
| TI5 | Saya akan mempertimbangkan mengambil pekerjaan lain. | | | | | |

Terimakasih Atas Bantuannya

**Semoga Tuhan Yang Maha Esa membalas semua kebaikan saudara, *Amin*
Saran dan kritik membangun silahkan hubungi 082221499390.**

LAMPIRAN 2
DATA DEMOGRAFI RESPONDEN

Jenis Kelamin

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|------------------|-----------------------|
| Laki-laki | 44 | 60.3 | 60.3 | 60.3 |
| Valid Perempuan | 29 | 39.7 | 39.7 | 100.0 |
| Total | 73 | 100.0 | 100.0 | |

Usia

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------|-----------|---------|------------------|-----------------------|
| 20-25 tahun | 10 | 13.7 | 13.7 | 13.7 |
| Valid 26-31 tahun | 35 | 47.9 | 47.9 | 61.6 |
| d 32-37 tahun | 23 | 31.5 | 31.5 | 93.2 |
| > 37 tahun | 5 | 6.8 | 6.8 | 100.0 |
| Total | 73 | 100.0 | 100.0 | |

Lama Bekerja

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|------------------|-----------------------|
| kurang 1 tahun | 6 | 8.2 | 8.2 | 8.2 |
| Valid 1-3 tahun | 18 | 24.7 | 24.7 | 32.9 |
| d 1-3 tahun | 24 | 32.9 | 32.9 | 65.8 |
| 6-10 tahun | 18 | 24.7 | 24.7 | 90.4 |
| d di atas 10 tahun | 7 | 9.6 | 9.6 | 100.0 |
| Total | 73 | 100.0 | 100.0 | |

Pendidikan Terakhir

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|------------------|-----------------------|
| Valid Diploma/S 1 | 73 | 100.0 | 100.0 | 100.0 |

Pendapatan

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|------------------|-----------------------|
| Valid 2-3 Jt | 14 | 19.2 | 19.2 | 19.2 |
| Valid 2-3 Jt | 43 | 58.9 | 58.9 | 78.1 |
| Valid 5-10 Jt | 16 | 21.9 | 21.9 | 100.0 |
| Valid Total | 73 | 100.0 | 100.0 | |

Posisi Pekerjaan

| | Frequency | Percent | Valid Percent | Cumulati ve Percent |
|--|-----------|---------|------------------|---------------------------|
| Valid Customer Service | 10 | 13.7 | 13.7 | 13.7 |
| Valid Teller | 10 | 13.7 | 13.7 | 27.4 |
| Valid Marketing | 18 | 24.7 | 24.7 | 52.1 |
| Valid Retail Financing Center/Staf Jasa | 35 | 47.9 | 47.9 | 100.0 |
| Valid Total | 73 | 100.0 | 100.0 | |

LAMPIRAN 3

VALIDITAS

Stres Kerja

| | | | | | | |
|----|---------------------|-------|--------|--------|--------|--------|
| SK | Pearson Correlation | .231* | .371** | .526** | .629** | .563** |
| | Sig. (2-tailed) | .050 | .001 | .000 | .000 | .000 |
| | N | 73 | 73 | 73 | 73 | 73 |

| | | | | | | |
|--------|--------|--------|--------|--------|-------|----|
| .599** | .468** | .419** | .324** | .394** | .300* | 1 |
| .000 | .000 | .000 | .005 | .001 | .010 | |
| 73 | 73 | 73 | 73 | 73 | 73 | 73 |

Kepuasan Kerja

| | | | | | | |
|----|---------------------|-------|--------|-------|-------|--------|
| KK | Pearson Correlation | .287* | .365** | .283* | .260* | .363** |
| | Sig. (2-tailed) | .014 | .002 | .015 | .027 | .002 |
| | N | 73 | 73 | 73 | 73 | 73 |

| | | | | | | | | |
|--------|--------|-------|--------|--------|-------|--------|--------|--------|
| .401** | .310** | .277* | .427** | .359** | .264* | .416** | .411** | .449** |
| .000 | .008 | .017 | .000 | .002 | .024 | .000 | .000 | .000 |
| 73 | 73 | 73 | 73 | 73 | 73 | 73 | 73 | 73 |

| | | | | | | |
|--------|--------|-------|--------|--------|--------|----|
| .374** | .315** | .259* | .342** | .381** | .453** | 1 |
| .001 | .007 | .027 | .003 | .001 | .000 | |
| 73 | 73 | 73 | 73 | 73 | 73 | 73 |

Turnover Intention

| | | | | | | | |
|----|---------------------|--------|--------|--------|--------|--------|----|
| TI | Pearson Correlation | .780** | .704** | .739** | .685** | .555** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 73 | 73 | 73 | 73 | 73 | 73 |

Perceived Organizational Support

| | | | | | | |
|-----|---------------------|--------|--------|--------|--------|--------|
| POS | Pearson Correlation | .713** | .518** | .514** | .558** | .597** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |
| | N | 73 | 73 | 73 | 73 | 73 |

| | | | |
|--------|--------|--------|----|
| .338** | .452** | .612** | 1 |
| .003 | .000 | .000 | |
| 73 | 73 | 73 | 73 |

LAMPIRAN 4
RELIABILITAS

Stres Kerja

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .604 | 11 |

Kepuasan Kerja

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .608 | 20 |

Turnover Intention

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .730 | 5 |

Perceived Organizational Support

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .657 | 8 |

LAMPIRAN 5
STATISTIK DESKRIPTIF

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|-----|----|---------|---------|------|----------------|
| SK | 73 | 1.64 | 3.18 | 2.41 | .372 |
| KK | 73 | 3.40 | 4.20 | 3.83 | .225 |
| TI | 73 | 1.80 | 4.00 | 2.93 | .488 |
| POS | 73 | 2.50 | 4.13 | 3.24 | .325 |

LAMPIRAN 6

REGRESI LINEAR DAN MODERATED REGRESSION ANALYSIS

Hipotesis 1 dan 3

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | .284 ^a | .080 | .067 | .21682 | .080 | 6.205 | 1 | 71 | .015 |
| 2 | .314 ^b | .098 | .073 | .21622 | .018 | 1.393 | 1 | 70 | .242 |
| 3 | .323 ^c | .105 | .066 | .21702 | .006 | .486 | 1 | 69 | .488 |

a. Predictors: (Constant), SK

b. Predictors: (Constant), SK, POS

c. Predictors: (Constant), SK, POS, SKxPOS

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1 | Regression | .292 | 1 | .292 | 6.205 | .015 ^b |
| | Residual | 3.338 | 71 | .047 | | |
| | Total | 3.630 | 72 | | | |
| 2 | Regression | .357 | 2 | .178 | 3.817 | .027 ^c |
| | Residual | 3.273 | 70 | .047 | | |
| | Total | 3.630 | 72 | | | |
| 3 | Regression | .380 | 3 | .127 | 2.688 | .053 ^d |
| | Residual | 3.250 | 69 | .047 | | |
| | Total | 3.630 | 72 | | | |

a. Dependent Variable: KK

b. Predictors: (Constant), SK

c. Predictors: (Constant), SK, POS

d. Predictors: (Constant), SK, POS, SKxPOS

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 4.240 | .167 | | 25.407 | .000 |
| | SK | -.170 | .068 | -.284 | -2.491 | .015 |
| 2 | (Constant) | 4.591 | .341 | | 13.455 | .000 |
| | SK | -.188 | .070 | -.314 | -2.697 | .009 |
| | POS | -.095 | .080 | -.137 | -1.180 | .242 |
| 3 | (Constant) | 5.894 | 1.901 | | 3.101 | .003 |
| | SK | -.715 | .759 | -1.191 | -.942 | .349 |
| | POS | -.504 | .593 | -.730 | -.850 | .398 |
| | SKxPOS | .166 | .238 | .947 | .697 | .488 |

a. Dependent Variable: KK

Hipotesis 2 dan 4

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | .263 ^a | .069 | .056 | .47378 | .069 | 5.290 | 1 | 71 | .024 |
| 2 | .269 ^b | .073 | .046 | .47634 | .003 | .239 | 1 | 70 | .626 |
| 3 | .269 ^c | .073 | .032 | .47975 | .000 | .008 | 1 | 69 | .931 |

a. Predictors: (Constant), SK

b. Predictors: (Constant), SK, POS

c. Predictors: (Constant), SK, POS, SKxPOS

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1 | Regression | 1.187 | 1 | 1.187 | 5.290 | .024 ^b |
| | Residual | 15.937 | 71 | .224 | | |
| | Total | 17.124 | 72 | | | |
| 2 | Regression | 1.242 | 2 | .621 | 2.736 | .072 ^c |
| | Residual | 15.883 | 70 | .227 | | |
| | Total | 17.124 | 72 | | | |
| 3 | Regression | 1.243 | 3 | .414 | 1.801 | .155 ^d |
| | Residual | 15.881 | 69 | .230 | | |
| | Total | 17.124 | 72 | | | |

a. Dependent Variable: TI

b. Predictors: (Constant), SK

c. Predictors: (Constant), SK, POS

d. Predictors: (Constant), SK, POS, SKxPOS

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| | | | | | | |
| 1 | (Constant) | 2.105 | .365 | | 5.774 | .000 |
| | SK | .343 | .149 | .263 | 2.300 | .024 |
| 2 | (Constant) | 2.426 | .752 | | 3.228 | .002 |
| | SK | .327 | .154 | .251 | 2.123 | .037 |
| | POS | -.087 | .177 | -.058 | -.489 | .626 |
| 3 | (Constant) | 2.788 | 4.202 | | .663 | .509 |
| | SK | .181 | 1.677 | .139 | .108 | .914 |
| | POS | -.200 | 1.311 | -.133 | -.153 | .879 |
| | SKxPOS | .046 | .527 | .121 | .087 | .931 |

a. Dependent Variable: TI

LAMPIRAN 7
TABULASI DATA

| NO Responden | Stres Kerja | | | | | | | | | | | Total |
|-----------------|-------------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|-------|
| | SK1 | SK2 | SK3 | SK4 | SK5 | SK6 | SK7 | SK8 | SK9 | SK10 | SK11 | |
| 1 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 2 | 2 | 27 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 24 |
| 3 | 2 | 3 | 2 | 3 | 3 | 4 | 2 | 2 | 2 | 3 | 3 | 29 |
| 4 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 24 |
| 5 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 22 |
| 6 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 35 |
| 7 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 28 |
| 8 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 20 |
| 9 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 29 |
| 10 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 19 |
| 11 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 19 |
| 12 | 1 | 2 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 2 | 2 | 35 |
| 13 | 2 | 2 | 3 | 3 | 4 | 5 | 2 | 2 | 1 | 2 | 2 | 28 |
| 14 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 27 |
| 15 | 2 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 2 | 2 | 35 |
| 16 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 27 |
| 17 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 1 | 2 | 2 | 21 |
| 18 | 1 | 2 | 3 | 3 | 3 | 4 | 2 | 2 | 2 | 2 | 1 | 25 |
| 19 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 30 |

| | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|----|
| 20 | 2 | 1 | 3 | 3 | 5 | 4 | 3 | 1 | 1 | 1 | 1 | 25 |
| 21 | 1 | 3 | 3 | 3 | 5 | 4 | 4 | 2 | 1 | 2 | 3 | 31 |
| 22 | 2 | 1 | 4 | 2 | 3 | 3 | 2 | 4 | 1 | 2 | 3 | 27 |
| 23 | 1 | 2 | 2 | 3 | 5 | 4 | 4 | 2 | 2 | 3 | 3 | 31 |
| 24 | 2 | 1 | 1 | 2 | 3 | 1 | 3 | 4 | 2 | 2 | 2 | 23 |
| 25 | 1 | 3 | 1 | 2 | 3 | 5 | 4 | 4 | 1 | 1 | 1 | 26 |
| 26 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 29 |
| 27 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 19 |
| 28 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 25 |
| 29 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 28 |
| 30 | 1 | 1 | 4 | 1 | 4 | 5 | 3 | 2 | 2 | 2 | 1 | 26 |
| 31 | 2 | 3 | 2 | 4 | 3 | 5 | 3 | 2 | 2 | 1 | 3 | 30 |
| 32 | 1 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 1 | 1 | 2 | 21 |
| 33 | 1 | 1 | 1 | 2 | 2 | 3 | 3 | 3 | 1 | 2 | 2 | 21 |
| 34 | 1 | 4 | 2 | 2 | 3 | 4 | 3 | 4 | 2 | 2 | 3 | 30 |
| 35 | 2 | 3 | 3 | 2 | 2 | 5 | 2 | 3 | 2 | 2 | 1 | 27 |
| 36 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 2 | 1 | 33 |
| 37 | 1 | 3 | 3 | 4 | 2 | 3 | 4 | 2 | 2 | 3 | 3 | 30 |
| 38 | 1 | 3 | 3 | 2 | 2 | 3 | 2 | 4 | 2 | 1 | 3 | 26 |
| 39 | 2 | 4 | 2 | 2 | 2 | 3 | 4 | 3 | 2 | 2 | 2 | 28 |
| 40 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 18 |
| 41 | 2 | 2 | 3 | 2 | 4 | 5 | 4 | 1 | 2 | 3 | 3 | 31 |
| 42 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 26 |
| 43 | 1 | 1 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 1 | 20 |

| | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|----|
| 44 | 1 | 2 | 3 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 28 |
| 45 | 1 | 3 | 2 | 3 | 2 | 5 | 1 | 1 | 1 | 3 | 3 | 25 |
| 46 | 2 | 1 | 4 | 4 | 2 | 4 | 3 | 4 | 2 | 2 | 3 | 31 |
| 47 | 1 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 28 |
| 48 | 2 | 4 | 4 | 2 | 1 | 4 | 2 | 4 | 1 | 2 | 1 | 27 |
| 49 | 1 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 1 | 1 | 2 | 23 |
| 50 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 21 |
| 51 | 1 | 4 | 4 | 3 | 3 | 3 | 2 | 1 | 1 | 1 | 3 | 26 |
| 52 | 2 | 2 | 3 | 4 | 4 | 2 | 4 | 2 | 2 | 2 | 2 | 29 |
| 53 | 1 | 2 | 4 | 2 | 3 | 1 | 3 | 4 | 1 | 2 | 3 | 26 |
| 54 | 2 | 3 | 4 | 2 | 3 | 3 | 2 | 3 | 1 | 2 | 3 | 28 |
| 55 | 2 | 1 | 3 | 3 | 2 | 4 | 3 | 3 | 1 | 3 | 3 | 28 |
| 56 | 1 | 2 | 2 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 2 | 23 |
| 57 | 2 | 1 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 26 |
| 58 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 2 | 2 | 1 | 29 |
| 59 | 2 | 2 | 3 | 4 | 2 | 4 | 4 | 3 | 2 | 3 | 1 | 30 |
| 60 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 25 |
| 61 | 2 | 4 | 4 | 4 | 2 | 3 | 2 | 4 | 2 | 3 | 2 | 32 |
| 62 | 1 | 4 | 1 | 2 | 2 | 5 | 3 | 2 | 2 | 1 | 3 | 26 |
| 63 | 1 | 1 | 4 | 1 | 3 | 3 | 2 | 5 | 2 | 2 | 3 | 27 |
| 64 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 1 | 2 | 2 | 31 |
| 65 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 21 |
| 66 | 2 | 2 | 2 | 3 | 2 | 1 | 4 | 4 | 1 | 1 | 1 | 23 |
| 67 | 2 | 2 | 3 | 4 | 3 | 5 | 2 | 2 | 2 | 3 | 3 | 31 |

| | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|----|
| 68 | 2 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 1 | 3 | 1 | 25 |
| 69 | 2 | 3 | 3 | 3 | 4 | 4 | 1 | 2 | 2 | 2 | 3 | 29 |
| 70 | 1 | 2 | 2 | 3 | 2 | 1 | 3 | 2 | 1 | 1 | 1 | 19 |
| 71 | 1 | 2 | 1 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 27 |
| 72 | 1 | 4 | 1 | 2 | 4 | 5 | 4 | 2 | 1 | 2 | 1 | 27 |
| 73 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 33 |

| NO Respo nden | Kepuasan Kerja | | | | | | | | | | | | | | | | | | | | Tot al |
|---------------------|----------------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| | K K1 | K K2 | K K3 | K K4 | K K5 | K K6 | K K7 | K K8 | K K9 | KK 10 | KK 11 | KK 12 | KK 13 | KK 14 | KK 15 | KK 16 | KK 17 | KK 18 | KK 19 | KK 20 | |
| 1 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 81 |
| 2 | 5 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 78 |
| 3 | 4 | 5 | 4 | 4 | 3 | 2 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 81 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 74 |
| 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 80 |
| 6 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 68 |
| 7 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 75 |
| 8 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 70 |
| 9 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 81 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 82 |
| 11 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 84 |
| 12 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 69 |
| 13 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 75 |
| 14 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 68 |

| | | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 15 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 77 |
| 16 | 4 | 4 | 2 | 2 | 3 | 2 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 73 |
| 17 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 74 |
| 18 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 77 |
| 19 | 5 | 4 | 2 | 3 | 4 | 2 | 5 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 69 |
| 20 | 5 | 5 | 3 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 78 |
| 21 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 2 | 5 | 3 | 5 | 78 |
| 22 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 82 |
| 23 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 79 |
| 24 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 84 |
| 25 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 70 |
| 26 | 5 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 84 |
| 27 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 83 |
| 28 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 74 |
| 29 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 75 |
| 30 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 71 |
| 31 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 81 |
| 32 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 79 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 69 |
| 34 | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 77 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 78 |
| 36 | 2 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 69 |
| 37 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 72 |
| 38 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 79 |

| | | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 39 | 4 | 5 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 73 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 82 |
| 41 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 5 | 79 |
| 42 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 78 |
| 43 | 4 | 5 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 84 |
| 44 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 78 |
| 45 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 81 |
| 46 | 5 | 3 | 3 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 83 |
| 47 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 79 |
| 48 | 3 | 3 | 3 | 3 | 2 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 5 | 75 |
| 49 | 5 | 4 | 3 | 4 | 5 | 5 | 3 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 80 |
| 50 | 4 | 5 | 2 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 80 |
| 51 | 5 | 4 | 2 | 3 | 5 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 78 |
| 52 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 79 |
| 53 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 3 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 77 |
| 54 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 72 |
| 55 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 68 |
| 56 | 3 | 5 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 73 |
| 57 | 5 | 4 | 2 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 79 |
| 58 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 74 |
| 59 | 4 | 2 | 3 | 3 | 5 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 3 | 5 | 76 |
| 60 | 5 | 3 | 2 | 4 | 2 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 77 |
| 61 | 5 | 4 | 2 | 3 | 5 | 2 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 74 |
| 62 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 70 |

| | | | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|----|
| 63 | 5 | 3 | 3 | 3 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 77 | |
| 64 | 4 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 79 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 74 | |
| 66 | 3 | 4 | 4 | 3 | 5 | 2 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 | |
| 67 | 3 | 3 | 2 | 3 | 5 | 2 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 75 | |
| 68 | 5 | 3 | 4 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 68 | |
| 69 | 5 | 4 | 2 | 4 | 3 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 76 | |
| 70 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 82 | |
| 71 | 3 | 5 | 2 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 80 | |
| 72 | 5 | 5 | 5 | 2 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 79 | |
| 73 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 77 | |

| NO Responden | Turnover Intention | | | | | Total |
|-----------------|--------------------|-----|-----|-----|-----|-------|
| | TI1 | TI2 | TI3 | TI4 | TI5 | |
| 1 | 3 | 2 | 2 | 3 | 3 | 13 |
| 2 | 4 | 4 | 3 | 3 | 3 | 17 |
| 3 | 2 | 2 | 2 | 3 | 3 | 12 |
| 4 | 2 | 2 | 2 | 3 | 3 | 12 |
| 5 | 4 | 3 | 3 | 4 | 4 | 18 |
| 6 | 3 | 3 | 2 | 4 | 4 | 16 |
| 7 | 2 | 2 | 1 | 2 | 2 | 9 |
| 8 | 2 | 2 | 2 | 3 | 3 | 12 |
| 9 | 4 | 4 | 4 | 4 | 4 | 20 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 10 | 2 | 2 | 2 | 2 | 2 | 10 |
| 11 | 4 | 2 | 2 | 4 | 4 | 16 |
| 12 | 2 | 2 | 2 | 4 | 4 | 14 |
| 13 | 2 | 2 | 2 | 4 | 4 | 14 |
| 14 | 2 | 2 | 2 | 4 | 4 | 14 |
| 15 | 4 | 3 | 4 | 4 | 4 | 19 |
| 16 | 3 | 2 | 2 | 3 | 3 | 13 |
| 17 | 3 | 3 | 3 | 3 | 3 | 15 |
| 18 | 3 | 3 | 3 | 4 | 3 | 16 |
| 19 | 2 | 4 | 3 | 3 | 3 | 15 |
| 20 | 3 | 3 | 3 | 4 | 4 | 17 |
| 21 | 2 | 3 | 3 | 3 | 3 | 14 |
| 22 | 2 | 3 | 3 | 3 | 3 | 14 |
| 23 | 3 | 3 | 3 | 4 | 2 | 15 |
| 24 | 3 | 3 | 3 | 3 | 4 | 16 |
| 25 | 3 | 3 | 2 | 2 | 2 | 12 |
| 26 | 4 | 2 | 2 | 4 | 3 | 15 |
| 27 | 3 | 4 | 4 | 3 | 3 | 17 |
| 28 | 3 | 3 | 2 | 2 | 3 | 13 |
| 29 | 3 | 3 | 3 | 3 | 4 | 16 |
| 30 | 3 | 3 | 3 | 2 | 3 | 14 |
| 31 | 3 | 3 | 2 | 3 | 3 | 14 |
| 32 | 3 | 3 | 3 | 3 | 3 | 15 |
| 33 | 3 | 3 | 3 | 4 | 4 | 17 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 34 | 3 | 3 | 3 | 3 | 3 | 15 |
| 35 | 4 | 3 | 4 | 4 | 4 | 19 |
| 36 | 4 | 4 | 4 | 4 | 3 | 19 |
| 37 | 4 | 4 | 3 | 3 | 3 | 17 |
| 38 | 3 | 2 | 3 | 3 | 3 | 14 |
| 39 | 2 | 3 | 2 | 3 | 2 | 12 |
| 40 | 3 | 3 | 3 | 3 | 3 | 15 |
| 41 | 3 | 3 | 3 | 3 | 4 | 16 |
| 42 | 3 | 2 | 3 | 3 | 3 | 14 |
| 43 | 3 | 2 | 3 | 3 | 2 | 13 |
| 44 | 3 | 3 | 3 | 3 | 4 | 16 |
| 45 | 3 | 3 | 3 | 2 | 3 | 14 |
| 46 | 3 | 3 | 3 | 3 | 3 | 15 |
| 47 | 3 | 2 | 3 | 3 | 2 | 13 |
| 48 | 3 | 3 | 3 | 3 | 2 | 14 |
| 49 | 3 | 2 | 2 | 3 | 3 | 13 |
| 50 | 3 | 3 | 3 | 3 | 3 | 15 |
| 51 | 3 | 3 | 3 | 3 | 4 | 16 |
| 52 | 3 | 2 | 3 | 3 | 3 | 14 |
| 53 | 2 | 3 | 3 | 3 | 2 | 13 |
| 54 | 3 | 3 | 3 | 3 | 2 | 14 |
| 55 | 4 | 4 | 3 | 3 | 3 | 17 |
| 56 | 2 | 3 | 2 | 3 | 3 | 13 |
| 57 | 2 | 2 | 2 | 2 | 3 | 11 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 58 | 4 | 4 | 4 | 3 | 4 | 19 |
| 59 | 2 | 2 | 2 | 2 | 2 | 10 |
| 60 | 3 | 3 | 3 | 3 | 3 | 15 |
| 61 | 3 | 3 | 3 | 3 | 3 | 15 |
| 62 | 5 | 4 | 4 | 4 | 3 | 20 |
| 63 | 2 | 3 | 2 | 3 | 3 | 13 |
| 64 | 4 | 4 | 4 | 4 | 3 | 19 |
| 65 | 3 | 1 | 1 | 2 | 4 | 11 |
| 66 | 2 | 2 | 2 | 2 | 2 | 10 |
| 67 | 3 | 4 | 3 | 3 | 2 | 15 |
| 68 | 2 | 3 | 4 | 3 | 3 | 15 |
| 69 | 4 | 4 | 3 | 2 | 3 | 16 |
| 70 | 2 | 2 | 3 | 2 | 2 | 11 |
| 71 | 3 | 2 | 2 | 3 | 4 | 14 |
| 72 | 2 | 4 | 3 | 3 | 2 | 14 |
| 73 | 4 | 4 | 2 | 4 | 4 | 18 |

| NO Responden | Perceived Organizational Support | | | | | | | | Total |
|-----------------|----------------------------------|------|------|------|------|------|------|------|-------|
| | POS1 | POS2 | POS3 | POS4 | POS5 | POS6 | POS7 | POS8 | |
| 1 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 2 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 28 |
| 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 28 |

| | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|----|
| 5 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 24 |
| 6 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 23 |
| 7 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 28 |
| 8 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 30 |
| 9 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 21 |
| 10 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 26 |
| 11 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 12 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 21 |
| 13 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 25 |
| 14 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 29 |
| 15 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 22 |
| 16 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 28 |
| 17 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 27 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 19 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 |
| 20 | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 27 |
| 21 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 25 |
| 22 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 29 |
| 23 | 2 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 24 |
| 24 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 26 |
| 25 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 25 |
| 26 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 26 |
| 27 | 4 | 4 | 3 | 2 | 4 | 3 | 4 | 4 | 28 |
| 28 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 26 |

| | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|----|
| 53 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 28 |
| 54 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 26 |
| 55 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 27 |
| 56 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 57 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 28 |
| 58 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 30 |
| 59 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 60 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 20 |
| 61 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 27 |
| 62 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 27 |
| 63 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 26 |
| 64 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 24 |
| 65 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 27 |
| 66 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 24 |
| 67 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 27 |
| 68 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 27 |
| 69 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 70 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 2 | 25 |
| 71 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 28 |
| 72 | 3 | 4 | 3 | 2 | 3 | 2 | 4 | 3 | 24 |
| 73 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 27 |

LAMPIRAN 8
SURAT KETERANGAN PENELITIAN



Bank Muamalat

No. : 116/BMI-JOG/II/2019

Yogyakarta, 19 Februari 2019 M
14 Jumadal Tsaniyah 1440 H

Kepada Yth :
Yunia Rahmat Setiadi
Program Studi Ekonomi Syariah
Fakultas Agama Islam
Universitas Muhammadiyah Yogyakarta

Perihal : Keterangan Penelitian

Assalamu'alaikum wr wb,

Semoga kita selalu dalam lindungan Allah SWT, dan senantiasa dapat menjalankan aktivitas sehari-hari dengan baik. Amin.

Berikut ini kami menyampaikan bahwa telah dilakukan penelitian dengan media kuisioner untuk judul "*Perceived Organizational Support sebagai Variabel Moderasi Pengaruh Stres Kerja terhadap Kepuasan Kerja dan Turnover Intention (Studi Kasus Bank Muamalat Yogyakarta)*" oleh mahasiswa atas nama :

Nama Mahasiswi : Yunia Rahmat Setiadi
No. Mahasiswai : 20150730014
Program Studi : Ekonomi Syariah
Fakultas : Agama Islam

Demikian Surat Keterangan Penelitian ini disampaikan, untuk dipergunakan sebagaimana mestinya.

Wassalamu'alaikum wr wb,

PT. BANK MUAMALAT INDONESIA, TBK.
CABANG YOGYAKARTA



Dedy Setianto
Business Development Manager

PT Bank Muamalat Indonesia Tbk.
Cabang Yogyakarta
Jl. Margo Utomo No. 50
Yogyakarta 55232
T +62 (274) 544 416
F +62 (274) 589 995
W www.bankmuamalat.co.id

LAMPIRAN 9

HASIL TES TURNITIN SKRIPSI

3/8/2019

10.66.10.233/umy/admin/print.php?id=245



PERPUSTAKAAN
UNIVERSITAS MUHAMMADIYAH YOGYAKARTA (UMY)
 Terakreditasi "A" (Perpustakaan Nasional RI No : 29/1/ee/XII.2014)

Perpustakaan Universitas Muhammadiyah Yogyakarta menyatakan bahwa atas nama :

Nama : Yunia Rahmat setiadi
 Prodi/Fakultas : EKONOMI SYARIAH/FAI
 NIM : 20150730014
 Judul : Perceived Organizational Support Sebagai Variabel Moderasi Pengaruh Stres Kerja Terhadap Kepuasan Kerja Dan Turnover Intention (Studi Kasus Bank Muamalat Yogyakarta)
 Dosen Pembimbing : Muhammad Zakiy, S.EI., M.Sc.

Telah dilakukan tes Turnitin filter 1%, dengan tingkat similaritasnya sebesar 6%.
 Semoga surat keterangan ini dapat digunakan sebagaimana mestinya.

Mengetahui
 Ka.Ur. Pengolahan dan Layanan

Laela Niswatin, S.I.Pust.



Yogyakarta, 2019-03-08
 yang melaksanakan pengecekan

Raisa Fadelina