

LAMPIRAN

LAMPIRAN 1

Kuesioner Penelitian

Kata Pengantar

Dengan hormat,

Dalam rangka melengkapi persyaratan yang diperlukan dalam penyelesaian pendidikan Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Yogyakarta, bersama ini peneliti menyampaikan kuesioner penelitian kondisi karyawan di tempat kerja. Adapun hasil dari kuesioner ini akan digunakan sebagai bahan penyusunan skripsi pada program sarjana Universitas Muhammadiyah Yogyakarta.

Peneliti memahami waktu Saudara/i sangatlah terbatas dan berharga, namun peneliti juga berharap kesediaan Saudara/i untuk membantu penelitian ini dengan mengisi secara lengkap dan menjawab dengan sebenar-benarnya kuesioner yang terlampir demi membantu kelancaran penelitian ini.

Peneliti mengucapkan terima kasih yang sebesar-besarnya atas kesediaan Saudara/i telah meluangkan waktu untuk menjawab semua pertanyaan dalam kuesioner ini.

Peneliti,

Alifiyah Khoirul Aqliyatun

Keterangan:

STS = Sangat Tidak Setuju TS = Tidak Setuju N = Netral

S = Setuju SS = Sangat Setuju

1. Job Embeddedness (Keterikatan Kerja)

| No | Pernyataan | STS | TS | N | S | SS |
|----|---|-----|----|---|---|----|
| 1 | Saya merasa terikat dengan organisasi ini | | | | | |
| 2 | Akan sulit bagi saya untuk meninggalkan organisasi ini | | | | | |
| 3 | Saya terlalu terjebak dalam organisasi ini untuk pergi | | | | | |
| 4 | Saya tidak bisa meninggalkan organisasi tempat saya bekerja | | | | | |
| 5 | Akan mudah bagi saya untuk meninggalkan organisasi ini | | | | | |
| 6 | Saya terhubung erat dengan organisasi ini | | | | | |

Sumber : Crosley et al (2007)

2. Kepuasan Kerja

| No | Pernyataan | STS | TS | N | S | SS |
|----|--|-----|----|---|---|----|
| 1 | Puas dengan pekerjaan | | | | | |
| 2 | Lebih menyukai pekerjaan daripada yang lainnya | | | | | |
| 3 | Menghabiskan waktu untuk bekerja keras | | | | | |
| 4 | Dihargai dalam pekerjaan | | | | | |
| 5 | Proaktif dalam pekerjaan | | | | | |
| 6 | Pekerjaan sangat penting | | | | | |

Sumber : S.Crow (2011)

3. Turnover Intention

| No | Pernyataan | STS | TS | N | S | SS |
|----|--|-----|----|---|---|----|
| 1 | Saya sering berpikir untuk berhenti dari pekerjaan saya sekarang | | | | | |
| 2 | Saya mungkin akan mencari pekerjaan baru di tahun depan | | | | | |
| 3 | Sesegera mungkin saya akan meninggalkan organisasi | | | | | |

Sumber : Mobley (1979)

LAMPIRAN 2

Data Mentah Hasil Kuesioner

| No | Job Embeddedness | | | | | | | Kepuasan Kerja | | | | | | Turnover Intention | | | | |
|----|------------------|------|------|------|------|------|----|----------------|-----|-----|-----|-----|-----|--------------------|------|------|------|----|
| | JE.1 | JE.2 | JE.3 | JE.4 | JE.5 | JE.6 | JE | KK1 | KK2 | KK3 | KK4 | KK5 | KK6 | KK | TI.1 | TI.2 | TI.3 | TI |
| 1 | 3 | 3 | 3 | 4 | 2 | 4 | 19 | 4 | 4 | 4 | 3 | 3 | 3 | 21 | 4 | 4 | 4 | 12 |
| 2 | 4 | 3 | 3 | 3 | 3 | 4 | 20 | 4 | 3 | 4 | 3 | 4 | 3 | 21 | 2 | 2 | 2 | 6 |
| 3 | 4 | 3 | 3 | 4 | 2 | 4 | 20 | 3 | 4 | 3 | 3 | 3 | 3 | 19 | 2 | 2 | 2 | 6 |
| 4 | 4 | 4 | 4 | 4 | 2 | 4 | 22 | 3 | 2 | 3 | 3 | 3 | 3 | 17 | 3 | 3 | 3 | 9 |
| 5 | 3 | 3 | 4 | 4 | 3 | 4 | 21 | 3 | 3 | 3 | 3 | 4 | 2 | 18 | 2 | 2 | 2 | 6 |
| 6 | 4 | 5 | 5 | 5 | 2 | 5 | 26 | 4 | 4 | 4 | 5 | 4 | 4 | 25 | 2 | 2 | 2 | 6 |
| 7 | 4 | 4 | 4 | 5 | 4 | 5 | 26 | 4 | 4 | 4 | 4 | 3 | 3 | 22 | 2 | 2 | 2 | 6 |
| 8 | 4 | 4 | 4 | 5 | 2 | 4 | 23 | 3 | 3 | 3 | 4 | 4 | 4 | 21 | 2 | 3 | 2 | 7 |
| 9 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 3 | 3 | 3 | 21 | 2 | 2 | 3 | 7 |
| 10 | 3 | 3 | 3 | 3 | 2 | 3 | 17 | 3 | 2 | 3 | 2 | 2 | 2 | 14 | 4 | 4 | 4 | 12 |
| 11 | 3 | 3 | 3 | 3 | 3 | 4 | 19 | 3 | 3 | 2 | 3 | 3 | 3 | 17 | 4 | 4 | 4 | 12 |
| 12 | 5 | 5 | 5 | 5 | 3 | 5 | 28 | 4 | 5 | 4 | 5 | 5 | 4 | 27 | 1 | 2 | 1 | 4 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 3 | 2 | 3 | 2 | 3 | 2 | 15 | 2 | 2 | 2 | 6 |
| 14 | 2 | 2 | 3 | 3 | 3 | 3 | 16 | 2 | 2 | 2 | 2 | 2 | 2 | 12 | 4 | 5 | 4 | 13 |
| 15 | 3 | 3 | 3 | 4 | 1 | 4 | 18 | 4 | 3 | 3 | 3 | 3 | 3 | 19 | 2 | 2 | 2 | 6 |
| 16 | 4 | 4 | 4 | 2 | 4 | 4 | 22 | 3 | 4 | 4 | 4 | 3 | 4 | 22 | 2 | 2 | 2 | 6 |
| 17 | 3 | 3 | 3 | 3 | 2 | 3 | 17 | 4 | 3 | 4 | 3 | 4 | 3 | 21 | 2 | 2 | 2 | 6 |
| 18 | 4 | 3 | 3 | 3 | 3 | 3 | 19 | 4 | 3 | 4 | 3 | 4 | 4 | 22 | 2 | 2 | 2 | 6 |
| 19 | 4 | 3 | 3 | 3 | 3 | 3 | 19 | 4 | 3 | 3 | 3 | 4 | 4 | 21 | 2 | 2 | 2 | 6 |
| 20 | 5 | 4 | 3 | 4 | 3 | 4 | 23 | 4 | 2 | 3 | 3 | 4 | 4 | 20 | 2 | 2 | 2 | 6 |
| 21 | 4 | 3 | 3 | 3 | 2 | 4 | 19 | 4 | 4 | 3 | 4 | 3 | 4 | 22 | 2 | 2 | 2 | 6 |
| 22 | 5 | 5 | 5 | 5 | 3 | 4 | 27 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 2 | 2 | 2 | 6 |
| 23 | 5 | 4 | 5 | 4 | 3 | 5 | 26 | 4 | 5 | 4 | 5 | 4 | 4 | 26 | 2 | 2 | 2 | 6 |
| 24 | 4 | 3 | 3 | 3 | 2 | 3 | 18 | 4 | 4 | 4 | 3 | 2 | 3 | 20 | 2 | 2 | 2 | 6 |
| 25 | 3 | 4 | 4 | 3 | 3 | 3 | 20 | 3 | 3 | 3 | 4 | 4 | 4 | 21 | 2 | 2 | 2 | 6 |

| | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|----|---|---|---|---|---|---|----|---|---|---|----|
| 26 | 4 | 5 | 4 | 4 | 3 | 4 | 24 | 4 | 3 | 3 | 4 | 4 | 4 | 22 | 2 | 2 | 2 | 6 |
| 27 | 4 | 3 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 4 | 3 | 3 | 22 | 2 | 2 | 2 | 6 |
| 28 | 4 | 5 | 3 | 4 | 3 | 4 | 23 | 3 | 3 | 3 | 3 | 4 | 4 | 20 | 2 | 2 | 2 | 6 |
| 29 | 4 | 4 | 4 | 3 | 3 | 4 | 22 | 4 | 3 | 4 | 4 | 4 | 4 | 23 | 2 | 2 | 2 | 6 |
| 30 | 3 | 4 | 3 | 4 | 3 | 4 | 21 | 3 | 4 | 3 | 4 | 3 | 4 | 21 | 2 | 2 | 2 | 6 |
| 31 | 4 | 4 | 5 | 4 | 3 | 4 | 24 | 4 | 3 | 4 | 4 | 3 | 4 | 22 | 2 | 2 | 2 | 6 |
| 32 | 3 | 4 | 4 | 3 | 3 | 4 | 21 | 4 | 3 | 4 | 3 | 4 | 4 | 22 | 2 | 2 | 2 | 6 |
| 33 | 5 | 5 | 4 | 4 | 3 | 5 | 26 | 3 | 2 | 2 | 3 | 2 | 2 | 14 | 2 | 2 | 2 | 6 |
| 34 | 5 | 5 | 4 | 4 | 3 | 5 | 26 | 4 | 4 | 4 | 5 | 3 | 4 | 24 | 2 | 2 | 2 | 6 |
| 35 | 4 | 5 | 4 | 5 | 3 | 5 | 26 | 4 | 3 | 5 | 4 | 3 | 4 | 23 | 2 | 2 | 2 | 6 |
| 36 | 3 | 4 | 3 | 4 | 3 | 4 | 21 | 3 | 4 | 4 | 3 | 3 | 2 | 19 | 2 | 2 | 2 | 6 |
| 37 | 4 | 4 | 5 | 5 | 4 | 5 | 27 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 2 | 2 | 2 | 6 |
| 38 | 3 | 2 | 2 | 3 | 2 | 3 | 15 | 2 | 3 | 2 | 2 | 2 | 2 | 13 | 5 | 5 | 5 | 15 |
| 39 | 2 | 3 | 2 | 3 | 4 | 3 | 17 | 2 | 2 | 2 | 2 | 2 | 2 | 12 | 5 | 5 | 5 | 15 |
| 40 | 3 | 2 | 2 | 3 | 3 | 3 | 16 | 2 | 2 | 3 | 2 | 2 | 2 | 13 | 4 | 5 | 5 | 14 |
| 41 | 3 | 3 | 2 | 3 | 4 | 3 | 18 | 2 | 3 | 3 | 2 | 3 | 2 | 15 | 5 | 5 | 4 | 14 |
| 42 | 3 | 4 | 3 | 3 | 3 | 4 | 20 | 3 | 3 | 4 | 3 | 4 | 3 | 20 | 2 | 2 | 2 | 6 |
| 43 | 2 | 3 | 2 | 3 | 3 | 3 | 16 | 2 | 2 | 2 | 2 | 2 | 2 | 12 | 5 | 5 | 5 | 15 |
| 44 | 3 | 3 | 3 | 3 | 2 | 3 | 17 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 2 | 2 | 2 | 6 |
| 45 | 3 | 4 | 4 | 3 | 2 | 4 | 20 | 4 | 3 | 3 | 4 | 3 | 4 | 21 | 2 | 2 | 2 | 6 |
| 46 | 3 | 3 | 4 | 4 | 2 | 4 | 20 | 3 | 4 | 3 | 3 | 4 | 4 | 21 | 2 | 2 | 2 | 6 |
| 47 | 3 | 2 | 3 | 3 | 2 | 3 | 16 | 3 | 2 | 3 | 2 | 2 | 3 | 15 | 5 | 4 | 5 | 14 |
| 48 | 4 | 3 | 4 | 3 | 3 | 4 | 21 | 4 | 4 | 4 | 3 | 4 | 4 | 23 | 2 | 1 | 2 | 5 |
| 49 | 4 | 4 | 4 | 4 | 3 | 4 | 23 | 2 | 3 | 2 | 2 | 2 | 2 | 13 | 3 | 3 | 3 | 9 |
| 50 | 3 | 3 | 3 | 2 | 4 | 3 | 18 | 3 | 2 | 2 | 3 | 2 | 2 | 14 | 5 | 4 | 5 | 14 |
| 51 | 4 | 5 | 4 | 5 | 4 | 5 | 27 | 4 | 3 | 4 | 4 | 5 | 4 | 24 | 2 | 2 | 2 | 6 |
| 52 | 2 | 3 | 4 | 3 | 4 | 3 | 19 | 3 | 4 | 3 | 3 | 4 | 4 | 21 | 3 | 3 | 3 | 9 |
| 53 | 5 | 4 | 5 | 5 | 3 | 5 | 27 | 4 | 4 | 4 | 4 | 4 | 5 | 25 | 2 | 2 | 2 | 6 |

| | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|----|---|---|---|---|---|---|----|---|---|---|----|
| 54 | 4 | 3 | 3 | 3 | 3 | 4 | 20 | 3 | 3 | 2 | 3 | 3 | 3 | 17 | 2 | 2 | 2 | 6 |
| 55 | 3 | 3 | 3 | 3 | 2 | 3 | 17 | 2 | 3 | 2 | 3 | 3 | 2 | 15 | 4 | 5 | 4 | 13 |
| 56 | 4 | 3 | 4 | 3 | 3 | 3 | 20 | 3 | 2 | 3 | 3 | 2 | 2 | 15 | 4 | 4 | 5 | 13 |
| 57 | 3 | 3 | 3 | 3 | 4 | 4 | 20 | 3 | 3 | 3 | 2 | 3 | 3 | 17 | 4 | 5 | 5 | 14 |
| 58 | 3 | 2 | 2 | 4 | 4 | 4 | 19 | 2 | 2 | 2 | 3 | 2 | 3 | 14 | 5 | 5 | 5 | 15 |
| 59 | 4 | 4 | 5 | 4 | 2 | 4 | 23 | 4 | 4 | 3 | 3 | 3 | 4 | 21 | 2 | 2 | 2 | 6 |
| 60 | 4 | 4 | 3 | 2 | 2 | 3 | 18 | 3 | 3 | 3 | 4 | 3 | 2 | 18 | 5 | 4 | 4 | 13 |
| 61 | 3 | 3 | 4 | 4 | 3 | 3 | 20 | 4 | 4 | 4 | 3 | 4 | 4 | 23 | 3 | 3 | 3 | 9 |
| 62 | 4 | 3 | 4 | 4 | 2 | 3 | 20 | 3 | 3 | 4 | 4 | 4 | 3 | 21 | 2 | 2 | 1 | 5 |

LAMPIRAN 3

Hasil Uji Instrumen

Uji Validitas

A. Job Embeddedness

Correlations

| | | JE.1 | JE.2 | JE.3 | JE.4 | JE.5 | JE.6 | JE.7 | total |
|------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| JE.1 | Pearson Correlation | 1 | .920** | .663** | .820** | .787** | .631** | .733** | .912** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| JE.2 | Pearson Correlation | .920** | 1 | .741** | .749** | .762** | .625** | .690** | .902** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| JE.3 | Pearson Correlation | .663** | .741** | 1 | .618** | .682** | .512** | .567** | .788** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .003 | .001 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| JE.5 | Pearson Correlation | .787** | .762** | .682** | .901** | 1 | .686** | .775** | .922** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| JE.6 | Pearson Correlation | .631** | .625** | .512** | .646** | .686** | 1 | .713** | .792** |
| | Sig. (2-tailed) | .000 | .000 | .003 | .000 | .000 | | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| JE.7 | Pearson Correlation | .733** | .690** | .567** | .744** | .775** | .713** | 1 | .861** |

| | | | | | | | | | |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|------|
| | Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .000 | | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| total | Pearson Correlation | .912** | .902** | .788** | .901** | .922** | .792** | .861** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |

** . Correlation is significant at the 0.01 level (2-tailed).

B. Kepuasan Kerja

Correlations

| | | KK.1 | KK.2 | KK.3 | KK.4 | KK.5 | KK.6 | total |
|------|---------------------|--------|--------|--------|--------|--------|--------|--------|
| KK.1 | Pearson Correlation | 1 | .832** | .618** | .849** | .906** | .655** | .936** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| KK.2 | Pearson Correlation | .832** | 1 | .695** | .714** | .850** | .625** | .913** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| KK.3 | Pearson Correlation | .618** | .695** | 1 | .496** | .615** | .645** | .785** |
| | Sig. (2-tailed) | .000 | .000 | | .005 | .000 | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| KK.4 | Pearson Correlation | .849** | .714** | .496** | 1 | .886** | .500** | .853** |

| | | | | | | | | |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | .000 | .000 | .005 | | .000 | .004 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| KK.5 | Pearson Correlation | .906** | .850** | .615** | .886** | 1 | .600** | .935** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| KK.6 | Pearson Correlation | .655** | .625** | .645** | .500** | .600** | 1 | .771** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .004 | .000 | | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| total | Pearson Correlation | .936** | .913** | .785** | .853** | .935** | .771** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 31 | 31 | 31 | 31 | 31 | 31 | 31 |

** . Correlation is significant at the 0.01 level (2-tailed).

C. Turnover Intention

Correlations

| | | TI.1 | TI.2 | TI.3 | total |
|------|---------------------|--------|--------|--------|--------|
| TI.1 | Pearson Correlation | 1 | .753** | .653** | .885** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 31 | 31 | 31 | 31 |
| TI.2 | Pearson Correlation | .753** | 1 | .794** | .936** |

| | | | | | |
|-------|---------------------|--------|--------|--------|--------|
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 31 | 31 | 31 | 31 |
| TI.3 | Pearson Correlation | .653** | .794** | 1 | .899** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 31 | 31 | 31 | 31 |
| total | Pearson Correlation | .885** | .936** | .899** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 31 | 31 | 31 | 31 |

** . Correlation is significant at the 0.01 level (2-tailed).

Uji Reliabilitas

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .803 | .960 | 8 |

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .810 | .954 | 7 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .865 | 4 |

LAMPIRAN 4

Hasil Karakteristik Responden

USIA

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------|-----------|---------|---------------|--------------------|
| Valid 20-35 Tahun | 32 | 51.6 | 51.6 | 51.6 |
| 35-45 Tahun | 27 | 43.5 | 43.5 | 95.2 |
| >45 Tahun | 3 | 4.8 | 4.8 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

TINGKAT PENDIDIKAN

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Tidak Sekolah | 1 | 1.6 | 1.6 | 1.6 |
| SD | 12 | 19.4 | 19.4 | 21.0 |
| SLTP / Sederajat | 23 | 37.1 | 37.1 | 58.1 |
| SLTA / Sederajat | 23 | 37.1 | 37.1 | 95.2 |
| S1 | 3 | 4.8 | 4.8 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

MASA KERJA

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Valid < 1 Tahun | 4 | 6.5 | 6.5 | 6.5 |
| 1-7 Tahun | 54 | 87.1 | 87.1 | 93.5 |
| 8-14 Tahun | 1 | 1.6 | 1.6 | 95.2 |
| 15-21 Tahun | 1 | 1.6 | 1.6 | 96.8 |
| > 21 Tahun | 2 | 3.2 | 3.2 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

STATUS PERKAWINAN

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------|-----------|---------|---------------|--------------------|
| Valid Lajang | 22 | 35.5 | 35.5 | 35.5 |
| Menikah | 40 | 64.5 | 64.5 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

JENIS KELAMIN

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Valid Laki-Laki | 60 | 96.8 | 96.8 | 96.8 |
| Perempuan | 2 | 3.2 | 3.2 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

LAMPIRAN 5

Hasil Uji Statistik Deskriptif

LAMPIRAN 6

Hasil Uji Asumsi Klasik

Heteroskedastisitas Tahap 1

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|------------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 4.604 | 1.382 | | 3.331 | .001 |
| Job Embeddedness | -.117 | .065 | -.225 | -1.787 | .079 |

a. Dependent Variable: Abs_RES

Heteroskedastisitas Tahap 2

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|------------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 4.039 | .934 | | 4.326 | .000 |
| Job Embeddedness | -.013 | .060 | -.038 | -.223 | .824 |
| Kepuasan Kerja | -.101 | .053 | -.324 | -1.918 | .060 |

a. Dependent Variable: Abs_RES2

Normalitas Tahap 1

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 62 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 2.80310105 |
| Most Extreme Differences | Absolute | .075 |
| | Positive | .055 |
| | Negative | -.075 |
| Test Statistic | | .075 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Normalitas Tahap 2

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 62 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 2.17864327 |
| Most Extreme Differences | Absolute | .108 |
| | Positive | .073 |
| | Negative | -.108 |
| Test Statistic | | .108 |
| Asymp. Sig. (2-tailed) | | .069 ^c |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Multikolonieritas Tahap 1

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | 2.858 | 2.262 | | 1.263 | .211 | | |
| Job Embeddedness | .792 | .107 | .692 | 7.421 | .000 | 1.000 | 1.000 |

a. Dependent Variable: Kepuasan Kerja

Multikolonieritas Tahap 2

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|------------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | 22.521 | 1.797 | | 12.535 | .000 | | |
| Job Embeddedness | -.148 | .116 | -.147 | -1.276 | .207 | .521 | 1.918 |
| Kepuasan Kerja | -.581 | .101 | -.661 | -5.745 | .000 | .521 | 1.918 |

a. Dependent Variable: Turnover Intention

LAMPIRAN 7

Hasil Uji Hipotesis

Hasil Regresi Linier Sederhana

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .692 ^a | .479 | .470 | 2.826 |

a. Predictors: (Constant), Job Embeddedness

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.858 | 2.262 | | 1.263 | .211 |
| | Job Embeddedness | .792 | .107 | .692 | 7.421 | .000 |

a. Dependent Variable: Kepuasan Kerja

Hasil Regresi Linier Berganda

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .770 ^a | .593 | .579 | 2.215 |

a. Predictors: (Constant), Kepuasan Kerja, Job Embeddedness

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 421.432 | 2 | 210.716 | 42.939 | .000 ^b |
| | Residual | 289.536 | 59 | 4.907 | | |
| | Total | 710.968 | 61 | | | |

a. Dependent Variable: Turnover Intention

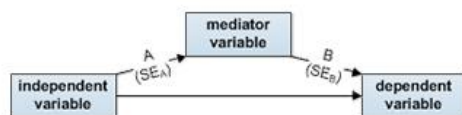
b. Predictors: (Constant), Kepuasan Kerja, Job Embeddedness

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 22.521 | 1.797 | | 12.535 | .000 |
| | Job Embeddedness | -.148 | .116 | -.147 | -1.276 | .207 |
| | Kepuasan Kerja | -.581 | .101 | -.661 | -5.745 | .000 |

a. Dependent Variable: Turnover Intention

Hasil Sobel Test



A: ?

B: ?

SE_A: ?

SE_B: ?

Calculate!

Sobel test statistic: -4.54207711

One-tailed probability: 0.00000279

Two-tailed probability: 0.00000557