# LAMPIRAN

**LAMPIRAN 1. KUESIONER PENELITIAN**

**KUESIONER PENELITIAN**

**PENGARUH STRES KERJA TERHADAP *TURNOVER INTENTION* DENGAN *BURNOUT* SEBAGAI VARIABEL INTERVENING**

Kepada Bapak/Ibu responden yang terhormat

Saya Mahasiswa Jurusan Manajemen, Fakultas Ekonomi Dan Bisnis, Universitas Muhammadiyah Yogyakarta yang sedang melaksanakan penelitian dalam rangka menyelesaikan Tugas Akhir Skripsi.

Penelitian ini bertujuan untuk mengetahui tentang pengaruh stres kerja terhadap *turnover intention* dengan *burnout* sebagai variabel intervening.

Pada kesempatan ini saya sangat mengharapkan kesediaan Bapak/Ibu berkenan menjadi responden dalam penelitian ini. Data yang diperoleh dalam penelitian ini hanya untuk kepentingan akademis.

Atas kebaikan hati dan partisipasi yang telah Bapak/Ibu berikan, saya ucapkan terimakasih.

Yogyakarta, 23 September 2019

Hormat Saya,

Anisa Fitria Rini

20160410141

**I. Petunjuk Pengisian**

- Pada pilihan berganda, beri tanda silang (x) pada jawaban yang paling sesuai
- Pada kolom titik-titik mohon berkenan untuk mengisi dengan jawaban yang paling sesuai

**Karakteristik Responden**

1. Nama :……(jika tidak keberatan)
2. Jenis Kelamin : L/P
3. Usia :……(jika tidak keberatan)

**II. Petunjuk Pengisian Kuesioner**

Mohon Bapak/Ibu berkenan memilih salah satu opsi (STS/TS/KS/S/SS) yang paling sesuai dengan kondisi atau pendapat Bapak/Ibu dengan memberi tanda √ pada salah satu kotak yang sesuai dengan pilihan Anda.

Keterangan:

STS : Sangat Tidak Setuju

TS : Tidak Setuju

KS : Kurang Setuju

S : Setuju

SS : Sangat Setuju

| No | Pernyataan | SS | S | KS | TS | STS |
|---|---|---|---|---|---|---|
| | | 5 | 4 | 3 | 2 | 1 |
| Stres Kerja | | | | | | |
| 1 | Saya merasa terkuras secara emosional oleh pekerjaan saya | | | | | |
| 2 | Saya merasa lelah karena pekerjaan saya | | | | | |
| 3 | Saya merasa frustasi pada pekerjaan saya | | | | | |
| 4 | Saya merasa tegang pada pekerjaan saya | | | | | |
| 5 | Saya kehilangan nafsu makan karena masalah pekerjaan saya | | | | | |
| 6 | Masalah pekerjaan membuat saya tetap terjaga di malam hari | | | | | |
| 7 | Masalah pekerjaan membuat perut saya sakit | | | | | |
| 8 | Masalah pekerjaan membuat jantung saya berdetak lebih cepat dari biasanya | | | | | |
| Sumber: Firth *et al* (2004) | | | | | | |
| Kelelahan Kerja | | | | | | |
| 9 | Saya merasa lelah secara emosional karena pekerjaan saya | | | | | |
| 10 | Saya merasa lelah setiap setelah bekerja setiap hari | | | | | |
| 11 | Saya merasa lelah ketika bangun pagi hari dan harus segera bekerja (Foon, Chee-Leong, & Osman, 2010) | | | | | |
| 12 | Saya mudah memahami perasaan atau keinginan pelanggan saya tentang berbagai hal | | | | | |
| 13 | Saya memperlakukan pelanggan secara personal sesuai karakter mereka | | | | | |
| 14 | Bekerja dengan orang sepanjang hari benar – benar menyusahkan saya | | | | | |
| 15 | Saya dapat menyelesaikan masalah pelanggan dengan efektif | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| 16 | Saya merasa lelah karena pekerjaan ini | | | | | |
| 17 | Saya merasa memberikan pengaruh positif terhadap kehidupan orang lain melalui pekerjaan saya | | | | | |
| 18 | Saya menjadi semakin “kaku” terhadap orang lain sejak saya bekerja | | | | | |
| 19 | Saya khawatir pekerjaan ini mengganggu saya secara emosional | | | | | |
| 20 | Saya merasa sangat bersemangat tentang pekerjaan saya | | | | | |
| 21 | Saya frustasi dengan pekerjaan saya | | | | | |
| 22 | Saya merasa bekerja terlalu keras | | | | | |
| 23 | Saya tidak peduli apa yang akan terjadi pada pelangan | | | | | |
| 24 | Bekerja dengan orang lain membuat saya terlalu stres | | | | | |
| 25 | Saya dapat dengan mudah menciptakan suasana santai dengan pelanggan | | | | | |
| 26 | Saya merasa bersemangat setelah bekerja sama denagn pelanggan | | | | | |
| 27 | Saya telah mencapai banyak hal yang berharga dalam pekerjaan ini | | | | | |
| 28 | Saya merasa seperti berada di ujung tali | | | | | |
| 29 | Dalam pekerjaan saya, saya menangani masalah emosional dengan sangat tenang | | | | | |
| 30 | Saya merasa pelanggan menyalahkan sata untuk beberapa masalah mereka | | | | | |
| Sumber: Low (2001) | | | | | | |
| Turnover Intention | | | | | | |
| 31 | Saya banyak berpikir untuk meninggalkan perusahaan. | | | | | |
| 32 | Saya mungkin akan mencari pekerjaan baru di tahun depan | | | | | |
| 33 | Secepat mungkin, saya akan meningg (Low, Cravens, Grant, & Moncrief, 2001)alkan organisasi | | | | | |
| Sumber: Foon (2010) | | | | | | |

# LAMPIRAN 2. UJI VALIDITAS

## 1. Uji Validitas Stres Kerja

**Correlations**

| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | Stres Kerja |
|---|---|---|---|---|---|---|---|---|---|---|
| X1.1 | Pearson Correlation | 1 | .258* | .361** | .106 | .309* | .358** | .360** | .292* | .550** |
| | Sig. (2-tailed) | | .047 | .005 | .420 | .016 | .005 | .005 | .024 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.2 | Pearson Correlation | .258* | 1 | .333** | .085 | .256* | .203 | .386** | .333** | .520** |
| | Sig. (2-tailed) | .047 | | .009 | .521 | .048 | .120 | .002 | .009 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.3 | Pearson Correlation | .361** | .333** | 1 | .355** | .418** | .246 | .524** | .456** | .671** |
| | Sig. (2-tailed) | .005 | .009 | | .005 | .001 | .058 | .000 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.4 | Pearson Correlation | .106 | .085 | .355** | 1 | .476** | .238 | .548** | .511** | .623** |
| | Sig. (2-tailed) | .420 | .521 | .005 | | .000 | .067 | .000 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.5 | Pearson Correlation | .309* | .256* | .418** | .476** | 1 | .434** | .789** | .404** | .805** |
| | Sig. (2-tailed) | .016 | .048 | .001 | .000 | | .001 | .000 | .001 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.6 | Pearson Correlation | .358** | .203 | .246 | .238 | .434** | 1 | .488** | .309* | .598** |
| | Sig. (2-tailed) | .005 | .120 | .058 | .067 | .001 | | .000 | .016 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.7 | Pearson Correlation | .360** | .386** | .524** | .548** | .789** | .488** | 1 | .573** | .888** |
| | Sig. (2-tailed) | .005 | .002 | .000 | .000 | .000 | .000 | | .000 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.8 | Pearson Correlation | .292* | .333** | .456** | .511** | .404** | .309* | .573** | 1 | .696** |
| | Sig. (2-tailed) | .024 | .009 | .000 | .000 | .001 | .016 | .000 | | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Stres Kerja | Pearson Correlation | .550** | .520** | .671** | .623** | .805** | .598** | .888** | .696** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |

*. Correlation is significant at the 0.05 level (2-tailed).

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

## 2. Uji Validitas *Burnout*

***Correlations***

| | | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | X2.15 | X2.16 | X2.17 | X2.18 | X2.19 | X2.20 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| X2.9 | Pearson Correlation | 1 | .548** | .394** | .360** | .599** | .472** | .369** | .598** | .222 | .148 | .342** | .394** |
| | Sig. (2-tailed) | | .000 | .002 | .005 | .000 | .000 | .004 | .000 | .088 | .260 | .008 | .002 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.10 | Pearson Correlation | .548** | 1 | .814** | .148 | .551** | .423** | .410** | .415** | .089 | .384** | .342** | .814** |
| | Sig. (2-tailed) | .000 | | .000 | .258 | .000 | .001 | .001 | .001 | .499 | .002 | .008 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.11 | Pearson Correlation | .394** | .814** | 1 | .213 | .537** | .438** | .531** | .442** | .143 | .407** | .404** | 1.000** |
| | Sig. (2-tailed) | .002 | .000 | | .103 | .000 | .000 | .000 | .000 | .274 | .001 | .001 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.12 | Pearson Correlation | .360** | .148 | .213 | 1 | .560** | .284* | .509** | .249 | .883** | .194 | .129 | .213 |
| | Sig. (2-tailed) | .005 | .258 | .103 | | .000 | .028 | .000 | .055 | .000 | .137 | .327 | .103 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.13 | Pearson Correlation | .599** | .551** | .537** | .560** | 1 | .310* | .557** | .360** | .459** | .241 | .291* | .537** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .016 | .000 | .005 | .000 | .063 | .024 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.14 | Pearson Correlation | .472** | .423** | .438** | .284* | .310* | 1 | .322* | .548** | .226 | .137 | .295* | .438** |
| | Sig. (2-tailed) | .000 | .001 | .000 | .028 | .016 | | .012 | .000 | .082 | .298 | .022 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.15 | Pearson Correlation | .369** | .410** | .531** | .509** | .557** | .322* | 1 | .402** | .331** | .225 | .226 | .531** |
| | Sig. (2-tailed) | .004 | .001 | .000 | .000 | .000 | .012 | | .001 | .010 | .084 | .083 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.16 | Pearson Correlation | .598** | .415** | .442** | .249 | .360** | .548** | .402** | 1 | .148 | .102 | .170 | .442** |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Sig. (2-tailed) | .000 | .001 | .000 | .055 | .005 | .000 | .001 | | .259 | .438 | .193 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.17 | Pearson Correlation | .222 | .089 | .143 | .883** | .459** | .226 | .331** | .148 | 1 | .204 | .107 | .143 |
| | Sig. (2-tailed) | .088 | .499 | .274 | .000 | .000 | .082 | .010 | .259 | | .119 | .417 | .274 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.18 | Pearson Correlation | .148 | .384** | .407** | .194 | .241 | .137 | .225 | .102 | .204 | 1 | .479** | .407** |
| | Sig. (2-tailed) | .260 | .002 | .001 | .137 | .063 | .298 | .084 | .438 | .119 | | .000 | .001 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.19 | Pearson Correlation | .342** | .342** | .404** | .129 | .291* | .295* | .226 | .170 | .107 | .479** | 1 | .404** |
| | Sig. (2-tailed) | .008 | .008 | .001 | .327 | .024 | .022 | .083 | .193 | .417 | .000 | | .001 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.20 | Pearson Correlation | .394** | .814** | 1.000** | .213 | .537** | .438** | .531** | .442** | .143 | .407** | .404** | 1 |
| | Sig. (2-tailed) | .002 | .000 | .000 | .103 | .000 | .000 | .000 | .000 | .274 | .001 | .001 | |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.21 | Pearson Correlation | .459** | .170 | .223 | .191 | .286* | .309* | .310* | .348** | .141 | .108 | .105 | .223 |
| | Sig. (2-tailed) | .000 | .193 | .087 | .143 | .027 | .016 | .016 | .006 | .283 | .412 | .423 | .087 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.22 | Pearson Correlation | .598** | .415** | .442** | .249 | .360** | .548** | .402** | 1.000** | .148 | .102 | .170 | .442** |
| | Sig. (2-tailed) | .000 | .001 | .000 | .055 | .005 | .000 | .001 | .000 | .259 | .438 | .193 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.23 | Pearson Correlation | .472** | .423** | .438** | .284* | .310* | 1.000** | .322* | .548** | .226 | .137 | .295* | .438** |
| | Sig. (2-tailed) | .000 | .001 | .000 | .028 | .016 | .000 | .012 | .000 | .082 | .298 | .022 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.24 | Pearson Correlation | .425** | .348** | .430** | .327* | .251 | .971** | .324* | .558** | .274* | .130 | .293* | .430** |
| | Sig. (2-tailed) | .001 | .006 | .001 | .011 | .053 | .000 | .011 | .000 | .034 | .323 | .023 | .001 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| X2.25 | Pearson Correlation | .509** | .372** | .330** | .403** | .820** | .210 | .399** | .285* | .406** | .063 | .080 | .330** |
| | Sig. (2-tailed) | .000 | .003 | .010 | .001 | .000 | .107 | .002 | .028 | .001 | .632 | .545 | .010 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.26 | Pearson Correlation | .599** | .551** | .537** | .560** | 1.000** | .310* | .557** | .360** | .459** | .241 | .291* | .537** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .016 | .000 | .005 | .000 | .063 | .024 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.27 | Pearson Correlation | .291* | .381** | .500** | .433** | .479** | .176 | .889** | .325* | .297* | .123 | .171 | .500** |
| | Sig. (2-tailed) | .024 | .003 | .000 | .001 | .000 | .178 | .000 | .011 | .021 | .349 | .192 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.28 | Pearson Correlation | .395** | .790** | .962** | .260* | .547** | .457** | .479** | .384** | .198 | .411** | .368** | .962** |
| | Sig. (2-tailed) | .002 | .000 | .000 | .045 | .000 | .000 | .000 | .002 | .129 | .001 | .004 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.29 | Pearson Correlation | .360** | .148 | .213 | 1.000** | .560** | .284* | .509** | .249 | .883** | .194 | .129 | .213 |
| | Sig. (2-tailed) | .005 | .258 | .103 | .000 | .000 | .028 | .000 | .055 | .000 | .137 | .327 | .103 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.30 | Pearson Correlation | 1.000** | .548** | .394** | .360** | .599** | .472** | .369** | .598** | .222 | .148 | .342** | .394** |
| | Sig. (2-tailed) | .000 | .000 | .002 | .005 | .000 | .000 | .004 | .000 | .088 | .260 | .008 | .002 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Burnout | Pearson Correlation | .732** | .722** | .781** | .606** | .779** | .663** | .703** | .671** | .492** | .386** | .448** | .781** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |

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

*. Correlation is significant at the 0.05 level (2-tailed).

***Correlations***

| | | X2.21 | X2.22 | X2.23 | X2.24 | X2.25 | X2.26 | X2.27 | X2.28 | X2.29 | X2.30 | Burnout |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| X2.9 | Pearson Correlation | .459** | .598** | .472** | .425** | .509** | .599** | .291* | .395** | .360** | 1.000** | .732** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .001 | .000 | .000 | .024 | .002 | .005 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.10 | Pearson Correlation | .170 | .415** | .423** | .348** | .372** | .551** | .381** | .790** | .148 | .548** | .722** |
| | Sig. (2-tailed) | .193 | .001 | .001 | .006 | .003 | .000 | .003 | .000 | .258 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.11 | Pearson Correlation | .223 | .442** | .438** | .430** | .330** | .537** | .500** | .962** | .213 | .394** | .781** |
| | Sig. (2-tailed) | .087 | .000 | .000 | .001 | .010 | .000 | .000 | .000 | .103 | .002 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.12 | Pearson Correlation | .191 | .249 | .284* | .327* | .403** | .560** | .433** | .260* | 1.000** | .360** | .606** |
| | Sig. (2-tailed) | .143 | .055 | .028 | .011 | .001 | .000 | .001 | .045 | .000 | .005 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.13 | Pearson Correlation | .286* | .360** | .310* | .251 | .820** | 1.000** | .479** | .547** | .560** | .599** | .779** |
| | Sig. (2-tailed) | .027 | .005 | .016 | .053 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.14 | Pearson Correlation | .309* | .548** | 1.000** | .971** | .210 | .310* | .176 | .457** | .284* | .472** | .663** |
| | Sig. (2-tailed) | .016 | .000 | .000 | .000 | .107 | .016 | .178 | .000 | .028 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.15 | Pearson Correlation | .310* | .402** | .322* | .324* | .399** | .557** | .889** | .479** | .509** | .369** | .703** |
| | Sig. (2-tailed) | .016 | .001 | .012 | .011 | .002 | .000 | .000 | .000 | .000 | .004 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.16 | Pearson Correlation | .348** | 1.000** | .548** | .558** | .285* | .360** | .325* | .384** | .249 | .598** | .671** |
| | Sig. (2-tailed) | .006 | .000 | .000 | .000 | .028 | .005 | .011 | .002 | .055 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| X2.17 | Pearson Correlation | .141 | .148 | .226 | .274* | .406** | .459** | .297* | .198 | .883** | .222 | .492** |
| | Sig. (2-tailed) | .283 | .259 | .082 | .034 | .001 | .000 | .021 | .129 | .000 | .088 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.18 | Pearson Correlation | .108 | .102 | .137 | .130 | .063 | .241 | .123 | .411** | .194 | .148 | .386** |
| | Sig. (2-tailed) | .412 | .438 | .298 | .323 | .632 | .063 | .349 | .001 | .137 | .260 | .002 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.19 | Pearson Correlation | .105 | .170 | .295* | .293* | .080 | .291* | .171 | .368** | .129 | .342** | .448** |
| | Sig. (2-tailed) | .423 | .193 | .022 | .023 | .545 | .024 | .192 | .004 | .327 | .008 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.20 | Pearson Correlation | .223 | .442** | .438** | .430** | .330** | .537** | .500** | .962** | .213 | .394** | .781** |
| | Sig. (2-tailed) | .087 | .000 | .000 | .001 | .010 | .000 | .000 | .000 | .103 | .002 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.21 | Pearson Correlation | 1 | .348** | .309* | .311* | .265* | .286* | .224 | .219 | .191 | .459** | .440** |
| | Sig. (2-tailed) | | .006 | .016 | .016 | .041 | .027 | .085 | .093 | .143 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.22 | Pearson Correlation | .348** | 1 | .548** | .558** | .285* | .360** | .325* | .384** | .249 | .598** | .671** |
| | Sig. (2-tailed) | .006 | | .000 | .000 | .028 | .005 | .011 | .002 | .055 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.23 | Pearson Correlation | .309* | .548** | 1 | .971** | .210 | .310* | .176 | .457** | .284* | .472** | .663** |
| | Sig. (2-tailed) | .016 | .000 | | .000 | .107 | .016 | .178 | .000 | .028 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.24 | Pearson Correlation | .311* | .558** | .971** | 1 | .144 | .251 | .177 | .445** | .327* | .425** | .646** |
| | Sig. (2-tailed) | .016 | .000 | .000 | | .272 | .053 | .175 | .000 | .011 | .001 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.25 | Pearson Correlation | .265* | .285* | .210 | .144 | 1 | .820** | .362** | .337** | .403** | .509** | .586** |
| | Sig. (2-tailed) | .041 | .028 | .107 | .272 | | .000 | .005 | .008 | .001 | .000 | |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.26 | Pearson Correlation | .286* | .360** | .310* | .251 | .820** | 1 | .479** | .547** | .560** | .599** | .779** |
| | Sig. (2-tailed) | .027 | .005 | .016 | .053 | .000 | | .000 | .000 | .000 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.27 | Pearson Correlation | .224 | .325* | .176 | .177 | .362** | .479** | 1 | .449** | .433** | .291* | .604** |
| | Sig. (2-tailed) | .085 | .011 | .178 | .175 | .005 | .000 | | .000 | .001 | .024 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.28 | Pearson Correlation | .219 | .384** | .457** | .445** | .337** | .547** | .449** | 1 | .260* | .395** | .772** |
| | Sig. (2-tailed) | .093 | .002 | .000 | .000 | .008 | .000 | .000 | | .045 | .002 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.29 | Pearson Correlation | .191 | .249 | .284* | .327* | .403** | .560** | .433** | .260* | 1 | .360** | .606** |
| | Sig. (2-tailed) | .143 | .055 | .028 | .011 | .001 | .000 | .001 | .045 | | .005 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.30 | Pearson Correlation | .459** | .598** | .472** | .425** | .509** | .599** | .291* | .395** | .360** | 1 | .732** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .001 | .000 | .000 | .024 | .002 | .005 | | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Burnout | Pearson Correlation | .440** | .671** | .663** | .646** | .586** | .779** | .604** | .772** | .606** | .732** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |

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

*. Correlation is significant at the 0.05 level (2-tailed).

### 3. Uji Validitas *Turnover Intention*

**Correlations**

| | | Y.31 | Y.32 | Y.33 | Turnover Intention |
|---|---|---|---|---|---|
| Y.31 | Pearson Correlation | 1 | .557** | .550** | .823** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 |
| Y.32 | Pearson Correlation | .557** | 1 | .551** | .847** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 60 | 60 | 60 | 60 |
| Y.33 | Pearson Correlation | .550** | .551** | 1 | .843** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 60 | 60 | 60 | 60 |
| Turnover Intention | Pearson Correlation | .823** | .847** | .843** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 60 | 60 | 60 | 60 |

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

# LAMPIRAN 3. UJI RELIABILITAS

## 1. Uji Reliabilitas Stres Kerja

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 60 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 60 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .824 | 8 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|
| X1.1 | 23.17 | 9.192 | .412 | .821 |
| X1.2 | 23.02 | 9.237 | .370 | .826 |
| X1.3 | 23.35 | 8.842 | .566 | .802 |
| X1.4 | 23.33 | 8.802 | .490 | .811 |
| X1.5 | 22.80 | 7.044 | .674 | .788 |
| X1.6 | 22.87 | 9.134 | .481 | .812 |
| X1.7 | 23.48 | 7.474 | .831 | .760 |
| X1.8 | 23.37 | 8.914 | .607 | .799 |

## *2.* Uji Reliabilitas *Bunrout*

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 60 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 60 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .935 | 22 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|
| X2.9 | 69.08 | 71.332 | .696 | .931 |
| X2.10 | 68.58 | 71.434 | .686 | .931 |
| X2.11 | 68.72 | 68.579 | .742 | .930 |
| X2.12 | 68.97 | 72.643 | .558 | .933 |
| X2.13 | 69.10 | 71.617 | .752 | .930 |
| X2.14 | 69.23 | 72.995 | .627 | .932 |
| X2.15 | 69.13 | 71.304 | .662 | .932 |
| X2.16 | 69.12 | 71.596 | .627 | .932 |
| X2.17 | 69.07 | 74.165 | .438 | .935 |
| X2.18 | 69.17 | 76.175 | .341 | .936 |
| X2.19 | 69.10 | 74.736 | .392 | .936 |
| X2.20 | 68.72 | 68.579 | .742 | .930 |
| X2.21 | 69.18 | 75.339 | .392 | .936 |
| X2.22 | 69.12 | 71.596 | .627 | .932 |
| X2.23 | 69.23 | 72.995 | .627 | .932 |
| X2.24 | 69.22 | 73.359 | .610 | .933 |
| X2.25 | 69.22 | 74.240 | .548 | .934 |
| X2.26 | 69.10 | 71.617 | .752 | .930 |
| X2.27 | 69.23 | 72.995 | .559 | .933 |
| X2.28 | 68.67 | 69.345 | .735 | .930 |
| X2.29 | 68.97 | 72.643 | .558 | .933 |
| X2.30 | 69.08 | 71.332 | .696 | .931 |

## *3.* Uji Reliabilitas *Turnover Intention*

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 60 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 60 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .785 | 3 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|
| Y.31 | 5.72 | .986 | .629 | .710 |
| Y.32 | 6.18 | .864 | .629 | .706 |
| Y.33 | 6.73 | .877 | .624 | .711 |

# LAMPIRAN 4. UJI DESKRIPTIF VARIABEL

## 1. Uji Deskriptif Variabel Stres Kerja

**Descriptive Statistics**

| | N | Range | Min | Max | Sum | Mean | | Std. Deviation | Variance |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | Statistic | Statistic | Std. Error | Statistic | Statistic |
| X1.1 | 60 | 3 | 2 | 5 | 199 | 3.32 | .073 | .567 | .322 |
| X1.2 | 60 | 2 | 2 | 4 | 208 | 3.47 | .077 | .596 | .355 |
| X1.3 | 60 | 2 | 2 | 4 | 188 | 3.13 | .069 | .536 | .287 |
| X1.4 | 60 | 2 | 2 | 4 | 189 | 3.15 | .078 | .606 | .367 |
| X1.5 | 60 | 3 | 2 | 5 | 221 | 3.68 | .113 | .873 | .762 |
| X1.6 | 60 | 2 | 2 | 4 | 217 | 3.62 | .068 | .524 | .274 |
| X1.7 | 60 | 2 | 2 | 4 | 180 | 3.00 | .086 | .664 | .441 |
| X1.8 | 60 | 2 | 2 | 4 | 187 | 3.12 | .063 | .490 | .240 |
| Valid N (listwise) | 60 | | | | | | | | |

**Descriptive Statistics**

| | Skewness | | Kurtosis | |
|---|---|---|---|---|
| | Statistic | Std. Error | Statistic | Std. Error |
| X1.1 | .486 | .309 | .206 | .608 |
| X1.2 | -.614 | .309 | -.532 | .608 |
| X1.3 | .124 | .309 | .394 | .608 |
| X1.4 | -.075 | .309 | -.286 | .608 |
| X1.5 | -.589 | .309 | -.221 | .608 |
| X1.6 | -.856 | .309 | -.493 | .608 |
| X1.7 | .000 | .309 | -.647 | .608 |
| X1.8 | .289 | .309 | 1.038 | .608 |
| Valid N (listwise) | | | | |

## 2. Uji Deskriptif Variabel *Bunrout*

**Descriptive Statistics**

| | N | Range | Min | Max | Sum | Mean | | Std. Deviation | Variance |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | Statistic | Statistic | Std. Error | Statistic | Statistic |
| X2.9 | 60 | 3 | 2 | 5 | 195 | 3.25 | .081 | .628 | .394 |
| X2.10 | 60 | 3 | 2 | 5 | 225 | 3.75 | .081 | .628 | .394 |
| X2.11 | 60 | 3 | 2 | 5 | 217 | 3.62 | .104 | .804 | .647 |
| X2.12 | 60 | 2 | 2 | 4 | 202 | 3.37 | .082 | .637 | .406 |
| X2.13 | 60 | 2 | 2 | 4 | 194 | 3.23 | .073 | .563 | .318 |
| X2.14 | 60 | 3 | 2 | 5 | 186 | 3.10 | .070 | .543 | .295 |
| X2.15 | 60 | 2 | 2 | 4 | 192 | 3.20 | .085 | .659 | .434 |
| X2.16 | 60 | 3 | 2 | 5 | 193 | 3.22 | .086 | .666 | .444 |
| X2.17 | 60 | 2 | 2 | 4 | 196 | 3.27 | .078 | .607 | .368 |
| X2.18 | 60 | 2 | 2 | 4 | 190 | 3.17 | .059 | .457 | .209 |
| X2.19 | 60 | 2 | 2 | 4 | 194 | 3.23 | .077 | .593 | .351 |
| X2.20 | 60 | 3 | 2 | 5 | 217 | 3.62 | .104 | .804 | .647 |
| X2.21 | 60 | 2 | 2 | 4 | 189 | 3.15 | .066 | .515 | .265 |
| X2.22 | 60 | 3 | 2 | 5 | 193 | 3.22 | .086 | .666 | .444 |
| X2.23 | 60 | 3 | 2 | 5 | 186 | 3.10 | .070 | .543 | .295 |
| X2.24 | 60 | 3 | 2 | 5 | 187 | 3.12 | .068 | .524 | .274 |
| X2.25 | 60 | 2 | 2 | 4 | 187 | 3.12 | .063 | .490 | .240 |
| X2.26 | 60 | 2 | 2 | 4 | 194 | 3.23 | .073 | .563 | .318 |
| X2.27 | 60 | 2 | 2 | 4 | 186 | 3.10 | .078 | .602 | .363 |
| X2.28 | 60 | 3 | 2 | 5 | 220 | 3.67 | .097 | .752 | .565 |
| X2.29 | 60 | 2 | 2 | 4 | 202 | 3.37 | .082 | .637 | .406 |
| X2.30 | 60 | 3 | 2 | 5 | 195 | 3.25 | .081 | .628 | .394 |
| Valid N (listwise) | 60 | | | | | | | | |

**Descriptive Statistics**

| | Skewness | | Kurtosis | |
|---|---|---|---|---|
| | Statistic | Std. Error | Statistic | Std. Error |
| X2.9 | .611 | .309 | .880 | .608 |
| X2.10 | -.186 | .309 | .155 | .608 |
| X2.11 | -.192 | .309 | -.324 | .608 |
| X2.12 | -.494 | .309 | -.617 | .608 |
| X2.13 | .012 | .309 | -.258 | .608 |
| X2.14 | .736 | .309 | 2.507 | .608 |
| X2.15 | -.236 | .309 | -.684 | .608 |
| X2.16 | .793 | .309 | 1.215 | .608 |
| X2.17 | -.198 | .309 | -.515 | .608 |
| X2.18 | .652 | .309 | .932 | .608 |
| X2.19 | -.107 | .309 | -.387 | .608 |
| X2.20 | -.192 | .309 | -.324 | .608 |
| X2.21 | .225 | .309 | .523 | .608 |
| X2.22 | .793 | .309 | 1.215 | .608 |
| X2.23 | .736 | .309 | 2.507 | .608 |
| X2.24 | .884 | .309 | 2.899 | .608 |
| X2.25 | .289 | .309 | 1.038 | .608 |
| X2.26 | .012 | .309 | -.258 | .608 |
| X2.27 | -.039 | .309 | -.178 | .608 |
| X2.28 | -.101 | .309 | -.233 | .608 |
| X2.29 | -.494 | .309 | -.617 | .608 |
| X2.30 | .611 | .309 | .880 | .608 |
| Valid N (listwise) | | | | |

### 3. Uji Deskriptif *Turnover Intention*

**Descriptive Statistics**

| | N | Range | Min | Max | Sum | Mean | | Std. Deviation | Variance |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | Statistic | Statistic | Std. Error | Statistic | Statistic |
| Y.31 | 60 | 1 | 3 | 4 | 216 | 3.60 | .064 | .494 | .244 |
| Y.32 | 60 | 2 | 2 | 4 | 188 | 3.13 | .073 | .566 | .321 |
| Y.33 | 60 | 2 | 2 | 4 | 155 | 2.58 | .072 | .561 | .315 |
| Valid N (listwise) | 60 | | | | | | | | |

**Descriptive Statistics**

| | Skewness | | Kurtosis | |
|---|---|---|---|---|
| | Statistic | Std. Error | Statistic | Std. Error |
| Y.31 | -.419 | .309 | -1.889 | .608 |
| Y.32 | .027 | .309 | .086 | .608 |
| Y.33 | .255 | .309 | -.867 | .608 |
| Valid N (listwise) | | | | |

# LAMPIRAN 5. UJI ASUMSI KLASIK

## 1. Uji Multikolonieritas

**Variables Entered/Removed[a]**

| Model | Variables Entered | Variables Removed | Method |
|---|---|---|---|
| 1 | Burnout, Stres Kerja[b] | . | Enter |

a. Dependent Variable: Turnover Intention
b. All requested variables entered.

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .673[a] | .453 | .433 | 1.023 |

a. Predictors: (Constant), Burnout, Stres Kerja

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 49.335 | 2 | 24.667 | 23.572 | .000[b] |
| | Residual | 59.649 | 57 | 1.046 | | |
| | Total | 108.983 | 59 | | | |

a. Dependent Variable: Turnover Intention
b. Predictors: (Constant), Burnout, Stres Kerja

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | t | Sig. | Tolerance | VIF |
| 1 | (Constant) | 1.574 | 1.157 | | 1.361 | .179 | | |
| | Stres Kerja | .061 | .061 | .149 | 1.007 | .318 | .436 | 2.295 |
| | Burnout | .085 | .023 | .553 | 3.727 | .000 | .436 | 2.295 |

a. Dependent Variable: Turnover Intention

**Coefficient Correlations[a]**

| Model | | | Burnout | Stres Kerja |
|---|---|---|---|---|
| 1 | Correlations | Burnout | 1.000 | -.751 |
| | | Stres Kerja | -.751 | 1.000 |
| | Covariances | Burnout | .001 | -.001 |
| | | Stres Kerja | -.001 | .004 |

a. Dependent Variable: Turnover Intention

**Collinearity Diagnostics[a]**

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions (Constant) | Stres Kerja | Burnout |
|---|---|---|---|---|---|---|
| 1 | 1 | 2.988 | 1.000 | .00 | .00 | .00 |
| | 2 | .009 | 18.509 | 1.00 | .14 | .11 |
| | 3 | .004 | 28.422 | .00 | .86 | .89 |

a. Dependent Variable: Turnover Intention

## 2. Uji Heterokedastisitas

**Variables Entered/Removed[a]**

| Model | Variables Entered | Variables Removed | Method |
|---|---|---|---|
| 1 | Burnout, Stres Kerja[b] | . | Enter |

a. Dependent Variable: Turnover Intention
b. All requested variables entered.

**Model Summary[b]**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .673[a] | .453 | .433 | 1.023 |

a. Predictors: (Constant), Burnout, Stres Kerja
b. Dependent Variable: Turnover Intention

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 49.335 | 2 | 24.667 | 23.572 | .000[b] |
| | Residual | 59.649 | 57 | 1.046 | | |
| | Total | 108.983 | 59 | | | |

a. Dependent Variable: Turnover Intention
b. Predictors: (Constant), Burnout, Stres Kerja

**Coefficients[a]**

| Model | | Unstandardized Coefficients B | Unstandardized Coefficients Std. Error | Standardized Coefficients Beta | t | Sig. |
|---|---|---|---|---|---|---|
| 1 | (Constant) | 1.574 | 1.157 | | 1.361 | .179 |
| | Stres Kerja | .061 | .061 | .149 | 1.007 | .318 |
| | Burnout | .085 | .023 | .553 | 3.727 | .000 |

a. Dependent Variable: Turnover Intention

**Residuals Statistics[a]**

| | Minimum | Maximum | Mean | Std. Deviation | N |
|---|---|---|---|---|---|
| Predicted Value | 7.60 | 11.23 | 9.32 | .914 | 60 |
| Residual | -2.090 | 2.725 | .000 | 1.005 | 60 |
| Std. Predicted Value | -1.879 | 2.096 | .000 | 1.000 | 60 |
| Std. Residual | -2.043 | 2.664 | .000 | .983 | 60 |

a. Dependent Variable: Turnover Intention

**Variables Entered/Removed[a]**

| Model | Variables Entered | Variables Removed | Method |
|---|---|---|---|
| 1 | Burnout, Stres Kerja[b] | . | Enter |

a. Dependent Variable: Abs_Res
b. All requested variables entered.

**Model Summary[b]**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .283[a] | .080 | .048 | .50779 |

a. Predictors: (Constant), Burnout, Stres Kerja
b. Dependent Variable: Abs_Res

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 1.276 | 2 | .638 | 2.474 | .093[b] |
| | Residual | 14.697 | 57 | .258 | | |
| | Total | 15.973 | 59 | | | |

a. Dependent Variable: Abs_Res
b. Predictors: (Constant), Burnout, Stres Kerja

**Coefficients[a]**

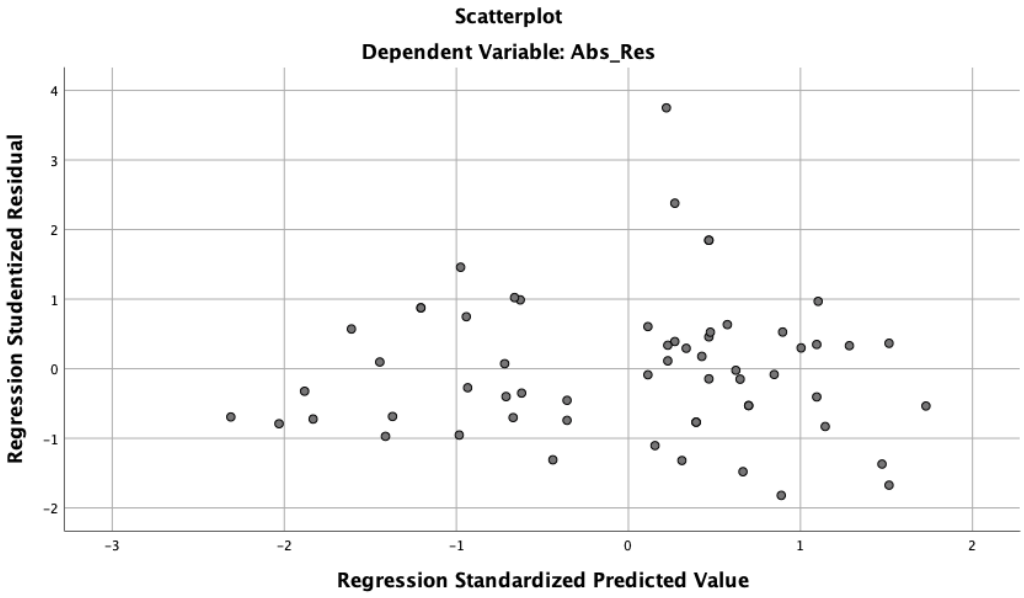
| Model | | Unstandardized Coefficients B | Unstandardized Coefficients Std. Error | Standardized Coefficients Beta | t | Sig. |
|---|---|---|---|---|---|---|
| 1 | (Constant) | 1.749 | .574 | | 3.046 | .004 |
| | Stres Kerja | .029 | .030 | .185 | .961 | .341 |
| | Burnout | -.023 | .011 | -.394 | -2.046 | .045 |

a. Dependent Variable: Abs_Res

**Residuals Statistics[a]**

| | Minimum | Maximum | Mean | Std. Deviation | N |
|---|---|---|---|---|---|
| Predicted Value | .5134 | 1.1075 | .8532 | .14704 | 60 |
| Std. Predicted Value | -2.311 | 1.729 | .000 | 1.000 | 60 |
| Standard Error of Predicted Value | .066 | .197 | .109 | .033 | 60 |
| Adjusted Predicted Value | .5550 | 1.1521 | .8550 | .15018 | 60 |
| Residual | -.90077 | 1.83915 | .00000 | .49911 | 60 |
| Std. Residual | -1.774 | 3.622 | .000 | .983 | 60 |
| Stud. Residual | -1.820 | 3.750 | -.002 | 1.008 | 60 |
| Deleted Residual | -.94855 | 1.97121 | -.00182 | .52476 | 60 |
| Stud. Deleted Residual | -1.859 | 4.282 | .009 | 1.052 | 60 |
| Mahal. Distance | .025 | 7.932 | 1.967 | 1.800 | 60 |
| Cook's Distance | .000 | .337 | .017 | .044 | 60 |
| Centered Leverage Value | .000 | .134 | .033 | .031 | 60 |

a. Dependent Variable: Abs_Res


Scatterplot
Dependent Variable: Abs_Res
Regression Studentized Residual
Regression Standardized Predicted Value
4
3
2
1
0
-1
-2
-3
-2
-1
0
1
2

## 3. Uji Linieritas

**Case Processing Summary**

| | Cases | | | | | |
|---|---|---|---|---|---|---|
| | Included | | Excluded | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Turnover Intention * Stres Kerja | 60 | 100.0% | 0 | 0.0% | 60 | 100.0% |
| Turnover Intention * Burnout | 60 | 100.0% | 0 | 0.0% | 60 | 100.0% |

**Report**

Turnover Intention

| Stres Kerja | Mean | N | Std. Deviation |
|---|---|---|---|
| 20 | 7.00 | 2 | .000 |
| 21 | 8.60 | 5 | 1.517 |
| 22 | 8.00 | 4 | .816 |
| 24 | 8.00 | 2 | 1.414 |
| 25 | 8.80 | 5 | 1.095 |
| 26 | 9.18 | 11 | 1.250 |
| 27 | 9.85 | 13 | 1.068 |
| 28 | 10.00 | 3 | 1.000 |
| 29 | 9.00 | 2 | .000 |
| 30 | 9.33 | 3 | .577 |
| 31 | 10.17 | 6 | 1.169 |
| 32 | 11.00 | 4 | 1.414 |
| Total | 9.32 | 60 | 1.359 |

**ANOVA Table**

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|---|
| Turnover Intention * Stres Kerja | Between Groups | (Combined) | 46.155 | 11 | 4.196 | 3.206 | .002 |
| | | Linearity | 34.799 | 1 | 34.799 | 26.586 | .000 |
| | | Deviation from Linearity | 11.355 | 10 | 1.136 | .868 | .569 |
| | Within Groups | | 62.829 | 48 | 1.309 | | |
| | Total | | 108.983 | 59 | | | |

**Measures of Association**

| | R | R Squared | Eta | Eta Squared |
|---|---|---|---|---|
| Turnover Intention * Stres Kerja | .565 | .319 | .651 | .424 |

**Report**

Turnover Intention

| Burnout | Mean | N | Std. Deviation |
|---|---|---|---|
| 56 | 8.00 | 1 | . |
| 57 | 8.50 | 2 | .707 |
| 59 | 9.00 | 1 | . |
| 60 | 7.00 | 2 | .000 |
| 61 | 7.50 | 2 | .707 |
| 62 | 7.00 | 1 | . |
| 63 | 7.00 | 1 | . |
| 64 | 11.00 | 1 | . |
| 66 | 8.80 | 5 | 1.095 |
| 67 | 10.00 | 1 | . |
| 69 | 9.00 | 4 | 1.155 |
| 70 | 9.00 | 8 | 1.512 |
| 71 | 8.75 | 4 | .957 |
| 72 | 9.00 | 3 | .000 |
| 73 | 9.00 | 2 | .000 |
| 74 | 9.50 | 2 | .707 |
| 75 | 10.50 | 2 | .707 |
| 76 | 10.00 | 1 | . |
| 77 | 11.00 | 1 | . |
| 78 | 10.00 | 1 | . |
| 79 | 11.00 | 1 | . |
| 81 | 9.00 | 1 | . |
| 82 | 10.67 | 3 | .577 |
| 83 | 9.50 | 2 | .707 |
| 84 | 10.00 | 1 | . |
| 85 | 10.00 | 1 | . |
| 86 | 10.00 | 1 | . |
| 87 | 12.00 | 2 | .000 |
| 89 | 11.00 | 1 | . |
| 91 | 11.00 | 2 | .000 |
| Total | 9.32 | 60 | 1.359 |

**ANOVA Table**

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|---|
| Turnover Intention * Burnout | Between Groups | (Combined) | 78.267 | 29 | 2.699 | 2.636 | .005 |
| | | Linearity | 48.273 | 1 | 48.273 | 47.147 | .000 |
| | | Deviation from Linearity | 29.993 | 28 | 1.071 | 1.046 | .450 |
| | Within Groups | | 30.717 | 30 | 1.024 | | |
| | Total | | 108.983 | 59 | | | |

**Measures of Association**

| | R | R Squared | Eta | Eta Squared |
|---|---|---|---|---|
| Turnover Intention * Burnout | .666 | .443 | .847 | .718 |

## 4. Uji Normalitas

**Variables Entered/Removed[a]**

| Model | Variables Entered | Variables Removed | Method |
|---|---|---|---|
| 1 | Burnout, Stres Kerja[b] | . | Enter |

a. Dependent Variable: Turnover Intention
b. All requested variables entered.

**Model Summary[b]**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .673[a] | .453 | .433 | 1.023 |

a. Predictors: (Constant), Burnout, Stres Kerja
b. Dependent Variable: Turnover Intention

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 49.335 | 2 | 24.667 | 23.572 | .000[b] |
| | Residual | 59.649 | 57 | 1.046 | | |
| | Total | 108.983 | 59 | | | |

a. Dependent Variable: Turnover Intention
b. Predictors: (Constant), Burnout, Stres Kerja

**Coefficients[a]**

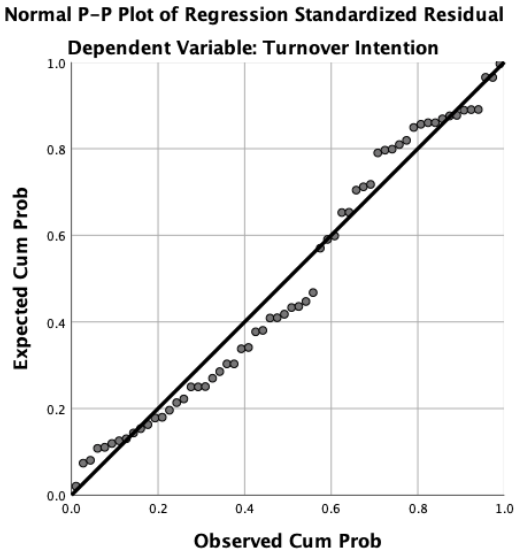
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.574 | 1.157 | | 1.361 | .179 |
| | Stres Kerja | .061 | .061 | .149 | 1.007 | .318 |
| | Burnout | .085 | .023 | .553 | 3.727 | .000 |

a. Dependent Variable: Turnover Intention

**Residuals Statistics[a]**

| | Minimum | Maximum | Mean | Std. Deviation | N |
|---|---|---|---|---|---|
| Predicted Value | 7.60 | 11.23 | 9.32 | .914 | 60 |
| Residual | -2.090 | 2.725 | .000 | 1.005 | 60 |
| Std. Predicted Value | -1.879 | 2.096 | .000 | 1.000 | 60 |
| Std. Residual | -2.043 | 2.664 | .000 | .983 | 60 |

a. Dependent Variable: Turnover Intention




**One-Sample Kolmogorov-Smirnov Test**

| | | Unstandardized Residual |
|---|---|---|
| N | | 60 |
| Normal Parameters[a,b] | Mean | .0000000 |
| | Std. Deviation | 1.00548346 |
| Most Extreme Differences | Absolute | .104 |
| | Positive | .104 |
| | Negative | -.094 |
| Test Statistic | | .104 |
| Asymp. Sig. (2-tailed) | | .172[c] |

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

## 5. Uji Regresi Linier Sederhana

**Variables Entered/Removed[a]**

| Model | Variables Entered | Variables Removed | Method |
|---|---|---|---|
| 1 | Stres Kerja[b] | . | Enter |

a. Dependent Variable: Burnout
b. All requested variables entered.

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .751[a] | .564 | .557 | 5.921 |

a. Predictors: (Constant), Stres Kerja

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 2633.677 | 1 | 2633.677 | 75.113 | .000[b] |
| | Residual | 2033.656 | 58 | 35.063 | | |
| | Total | 4667.333 | 59 | | | |

a. Dependent Variable: Burnout
b. Predictors: (Constant), Stres Kerja

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 18.818 | 6.222 | | 3.024 | .004 |
| | Stres Kerja | 2.021 | .233 | .751 | 8.667 | .000 |

a. Dependent Variable: Burnout

## 6. Uji Regresi Linier Berganda

**Variables Entered/Removed[a]**

| Model | Variables Entered | Variables Removed | Method |
|---|---|---|---|
| 1 | Burnout, Stres Kerja[b] | . | Enter |

a. Dependent Variable: Turnover Intention
b. All requested variables entered.

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .673[a] | .453 | .433 | 1.023 |

a. Predictors: (Constant), Burnout, Stres Kerja

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 49.335 | 2 | 24.667 | 23.572 | .000[b] |
| | Residual | 59.649 | 57 | 1.046 | | |
| | Total | 108.983 | 59 | | | |

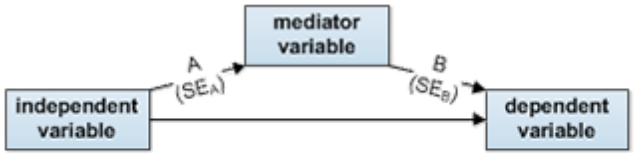
a. Dependent Variable: Turnover Intention
b. Predictors: (Constant), Burnout, Stres Kerja

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.574 | 1.157 | | 1.361 | .179 |
| | Stres Kerja | .061 | .061 | .149 | 1.007 | .318 |
| | Burnout | .085 | .023 | .553 | 3.727 | .000 |

a. Dependent Variable: Turnover Intention

**7. Uji Sobel**




A: 2.021

B: 0.085

$SE_A$: 0.233

$SE_B$: 0.023

Calculate!

Sobel test statistic: 3.39991231

One-tailed probability: 0.00033704

Two-tailed probability: 0.00067407

# f Tabel

| df untuk penyebut (N2) | df untuk pembilang (N1) | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **46** | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| **47** | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| **48** | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **49** | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **50** | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| **51** | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| **52** | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| **53** | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **54** | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **55** | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| **56** | 4.01 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **57** | 4.01 | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **58** | 4.01 | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| **59** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| **60** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| **61** | 4.00 | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| **62** | 4.00 | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| **63** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **64** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **65** | 3.99 | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| **66** | 3.99 | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| **67** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **68** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **69** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| **70** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| **71** | 3.98 | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| **72** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **73** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **74** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| **75** | 3.97 | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| **76** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **77** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **78** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| **79** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| **80** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| **81** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| **82** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| **83** | 3.96 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| **84** | 3.95 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| **85** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| **86** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.78 |
| **87** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.83 | 1.81 | 1.78 |
| **88** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.81 | 1.78 |
| **89** | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |

## r Tabel

| N | The Level of Significance | | N | The Level of Significance | |
|---|---|---|---|---|---|
| | 5% | 1% | | 5% | 1% |
| 3 | 0.997 | 0.999 | 38 | 0.320 | 0.413 |
| 4 | 0.950 | 0.990 | 39 | 0.316 | 0.408 |
| 5 | 0.878 | 0.959 | 40 | 0.312 | 0.403 |
| 6 | 0.811 | 0.917 | 41 | 0.308 | 0.398 |
| 7 | 0.754 | 0.874 | 42 | 0.304 | 0.393 |
| 8 | 0.707 | 0.834 | 43 | 0.301 | 0.389 |
| 9 | 0.666 | 0.798 | 44 | 0.297 | 0.384 |
| 10 | 0.632 | 0.765 | 45 | 0.294 | 0.380 |
| 11 | 0.602 | 0.735 | 46 | 0.291 | 0.376 |
| 12 | 0.576 | 0.708 | 47 | 0.288 | 0.372 |
| 13 | 0.553 | 0.684 | 48 | 0.284 | 0.368 |
| 14 | 0.532 | 0.661 | 49 | 0.281 | 0.364 |
| 15 | 0.514 | 0.641 | 50 | 0.279 | 0.361 |
| 16 | 0.497 | 0.623 | 55 | 0.266 | 0.345 |
| 17 | 0.482 | 0.606 | 60 | 0.254 | 0.330 |
| 18 | 0.468 | 0.590 | 65 | 0.244 | 0.317 |
| 19 | 0.456 | 0.575 | 70 | 0.235 | 0.306 |
| 20 | 0.444 | 0.561 | 75 | 0.227 | 0.296 |
| 21 | 0.433 | 0.549 | 80 | 0.220 | 0.286 |
| 22 | 0.432 | 0.537 | 85 | 0.213 | 0.278 |
| 23 | 0.413 | 0.526 | 90 | 0.207 | 0.267 |
| 24 | 0.404 | 0.515 | 95 | 0.202 | 0.263 |
| 25 | 0.396 | 0.505 | 100 | 0.195 | 0.256 |
| 26 | 0.388 | 0.496 | 125 | 0.176 | 0.230 |
| 27 | 0.381 | 0.487 | 150 | 0.159 | 0.210 |
| 28 | 0.374 | 0.478 | 175 | 0.148 | 0.194 |
| 29 | 0.367 | 0.470 | 200 | 0.138 | 0.181 |
| 30 | **0.361** | 0.463 | 300 | 0.113 | 0.148 |
| 31 | 0.355 | 0.456 | 400 | 0.098 | 0.128 |
| 32 | 0.349 | 0.449 | 500 | 0.088 | 0.115 |
| 33 | 0.344 | 0.442 | 600 | 0.080 | 0.105 |
| 34 | 0.339 | 0.436 | 700 | 0.074 | 0.097 |
| 35 | 0.334 | 0.430 | 800 | 0.070 | 0.091 |
| 36 | 0.329 | 0.424 | 900 | 0.065 | 0.086 |
| 37 | 0.325 | 0.418 | 1000 | 0.062 | 0.081 |

## Tabel Nilai t

| d.f | $t_{0.10}$ | $t_{0.05}$ | $t_{0.025}$ | $t_{0.01}$ | $t_{0.005}$ |
|---|---|---|---|---|---|
| **50** | 1,299 | 1,676 | 2,009 | 2,403 | 2,678 |
| **51** | 1,298 | 1,675 | 2,008 | 2,402 | 2,676 |
| **52** | 1,298 | 1,675 | 2,007 | 2,400 | 2,674 |
| **53** | 1,298 | 1,674 | 2,006 | 2,399 | 2,672 |
| **54** | 1,297 | 1,674 | 2,005 | 2,397 | 2,670 |
| **55** | 1,297 | 1,673 | 2,004 | 2,396 | 2,668 |
| **56** | 1,297 | 1,673 | 2,003 | 2,395 | 2,667 |
| **57** | 1,297 | 1,672 | 2,002 | 2,394 | 2,665 |
| **58** | 1,296 | 1,672 | 2,002 | 2,392 | 2,663 |
| **59** | 1,296 | 1,671 | 2,001 | 2,391 | 2,662 |
| **60** | 1,296 | 1,671 | 2,000 | 2,390 | 2,660 |
| **61** | 1,296 | 1,670 | 2,000 | 2,389 | 2,659 |
| **62** | 1,295 | 1,670 | 1,999 | 2,388 | 2,657 |
| **63** | 1,295 | 1,669 | 1,998 | 2,387 | 2,656 |
| **64** | 1,295 | 1,669 | 1,998 | 2,386 | 2,655 |
| **65** | 1,295 | 1,669 | 1,997 | 2,385 | 2,654 |
| **66** | 1,295 | 1,668 | 1,997 | 2,384 | 2,652 |
| **67** | 1,294 | 1,668 | 1,996 | 2,383 | 2,651 |
| **68** | 1,294 | 1,668 | 1,995 | 2,382 | 2,650 |
| **69** | 1,294 | 1,667 | 1,995 | 2,382 | 2,649 |
| **70** | 1,294 | 1,667 | 1,994 | 2,381 | 2,648 |
| **71** | 1,294 | 1,667 | 1,994 | 2,380 | 2,647 |
| **72** | 1,293 | 1,666 | 1,993 | 2,379 | 2,646 |
| **73** | 1,293 | 1,666 | 1,993 | 2,379 | 2,645 |
| **74** | 1,293 | 1,666 | 1,993 | 2,378 | 2,644 |
| **75** | 1,293 | 1,665 | 1,992 | 2,377 | 2,643 |
| **76** | 1,293 | 1,665 | 1,992 | 2,376 | 2,642 |
| **77** | 1,293 | 1,665 | 1,991 | 2,376 | 2,641 |
| **78** | 1,292 | 1,665 | 1,991 | 2,375 | 2,640 |

Sumber: *Aplikasi Analisis Multivariate Dengan Program SPSS* (Imam Ghozali)