



## Lampiran 2

### Lembar Persetujuan Skripsi

#### LEMBAR PERSETUJUAN

Judul Skripsi : Pengaruh *Job Insecurity*, Lingkungan Kerja dan Komitmen Organisasi Terhadap *Turnover Intention* Karyawan pada PT. Garudafood Putra Putri Jaya Tbk. (Divisi Biskuit).

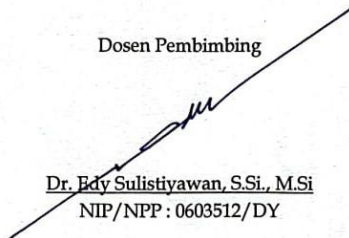
#### Identitas Mahasiswa

a. Nama : Muhammad Novin Marzaini  
b. Nim : 191500059  
c. Program Studi : Manajemen  
d. Fakultas : Fakultas Ekonomi Dan Bisnis  
Universitas PGRI Adi Buana Surabaya

Skripsi ini telah disetujui oleh dosen pembimbing dan layak untuk diuji:

Tanggal : 13 Maret 2023

Dosen Pembimbing

  
Dr. Edy Sulistiyawan, S.Si., M.Si

NIP/NPP : 0603512/DY

## Lampiran 3

### Surat Keterangan Izin Penelitian



**UNIVERSITAS PGRI ADI BUANA SURABAYA**  
**FAKULTAS EKONOMI DAN BISNIS**  
Kampus : Jl. Dukuh Menanggal XII/4 , Telp- Fax. 031-8281183 Surabaya 60234  
Website : <http://www.fe.unipasby.ac.id>


Nomor : 22-0943 /01/FEB/18 /2022  
Lampiran : -  
Perihal : Ijin Penelitian dan Pengambilan Data

Kepada Yth:  
Bapak/Ibu Pimpinan  
PT. Garudafood Putra Putri Jaya Tbk (Biscuit Division)  
Jl. Krikilan, Driyorejo, Dusun Larangan, Krikilan, KEc. Driyorejo, Kabupaten Gresik, Jawa Timur 61177  
di-  
Gresik

Sesuai Kurikulum Fakultas Ekonomi dan Bisnis Universitas PGRI Adi Buana Surabaya, maka mahasiswa wajib menulis Skripsi/Tugas Akhir dalam bentuk Laporan Penelitian dan Artikel Ilmiah. Berkaitan dengan hal tersebut mohon perkenan Bapak/Ibu untuk memberikan ijin penelitian kepada mahasiswa kami yang tersebut dibawah ini :

Nama : Muhammad Novin Marzaini  
NIM : 191500059  
Prodi : Manajemen  
Judul : Pengaruh Job Insecurity, Lingkungan Kerja, dan Komitmen Organisasi terhadap Turn Over Intention pada PT. Garudafood Putra Putri Jaya Tbk (Biscuit Division)

Demikian atas perkenan serta kebijaksanaan Bapak/Ibu kami sampaikan terima kasih.

UNIVERSITAS PGRI ADI BUANA SURABAYA  
Surabaya, 29 September 2022  
  
**Eka Susilo Wibowo, SE., M.Pd., M.SM**  
NPP : 0709494/DY

## Lampiran 4

### Surat Balasan Penelitian



No. : 15/Penerimaan Ijin Penelitian /PDv/HCS/II/23  
Hal : Penerimaan Ijin Penelitian

Dekan Fakultas Ekonomi dan Bisnis  
Universitas PGRI Adi Buana Surabaya  
Jln. Kampus Dukuh Menanggal XII/4  
Telp - Fax 031 8281183  
Surabaya - 60234

Dengan hormat,

Sehubungan dengan adanya Surat Permohonan Ijin Penelitian dan Pengambilan Data dari Universitas PGRI Adi Buana Surabaya Fakultas Ekonomi dan Bisnis dengan nomor: 220943/01/FEB/DX/2022 dengan ini kami sampaikan untuk menerima permohonan tersebut atas nama mahasiswa sebagai berikut:

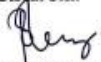
Nama Mahasiswa	No Induk	Jurusan
Muhammad Novin Marzaini	191500059	Manajemen

Adapun pelaksanaan Penelitian dan Pengambilan Data di PT GarudaFood Putra Putri Jaya Tbk Divisi Biskuit Gresik akan berlangsung mulai tanggal 16 Februari 2023 s/d selesai.

Demikian pemberitahuan ini kami sampaikan. Atas perhatian dan kerjasama Bapak/Ibu kami ucapkan terima kasih

Gresik, 15 Februari 2023

Dibuat Oleh

  
**Renhy Puspa Sari**  
Recruitment Officer

 Disetujui  


PT GARUDAFOOD PUTRA PUTRI JAYA TBK  
**Ardiyanto Happy Susilo**  
People Development Sect. Head

## Lampiran 5

### Surat Pengantar Plagiasi



**FAKULTAS EKONOMI DAN BISNIS  
UNIVERSITAS PGRI ADI BUANA SURABAYA**

Kampus : Jl. Dukuh Menanggal XII/4 , Telp- Fax. 031-8281183 Surabaya 60234

Website : <http://www.unipasby.ac.id>

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### SURAT PENGANTAR PLAGIASI

Yang bertanda tangan dibawah ini:

Nama Dosen : Dr. Edy Sulistiyawan, S.Si., M.Si

Menerangkan bahwa artikel ilmiah atas:

Nama Mahasiswa : Muhammad Novin Marzaini

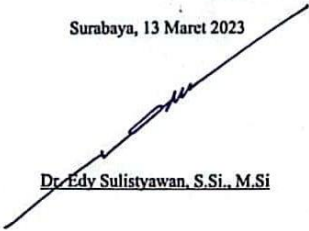
NIM : 191500059

Prodi : Manajemen

Judul : Pengaruh *Job Insecurity*, Lingkungan Kerja dan Komitmen Organisasi Terhadap *Turnover Intention* Karyawan pada PT. Garudafood Putra Putri Jaya Tbk. (Divisi Biskuit).

Telah memenuhi syarat untuk dilakukan cek plagiasi

Surabaya, 13 Maret 2023

  
Dr. Edy Sulistiyawan, S.Si., M.Si

## Lampiran 6

### Surat Bebas Plagiasi



#### FAKULTAS EKONOMI DAN BISNIS UNIVERSITAS PGRI ADI BUANA SURABAYA

Kampus : Jl. Dukuh Menanggal XII/4 , Telp- Fax. 031-8281183 Surabaya 60234  
Website : <http://www.unipasby.ac.id>

#### SURAT PERNYATAAN BEBAS PLAGIASI

Yang bertanda tangan di bawah ini :  
Nama : I Made Bagus Dwiarta, S.E., M.M.  
Jabatan : Ketua Program Studi Manajemen

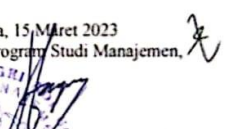

Menyatakan bahwa

Nama : Muhammad Novin Marzaini  
NIM : 191500059  
Prodi : Manajemen

Telah melakukan uji plagiasi dengan judul arti "**Pengaruh Job Insecurity, Lingkungan Kerja dan Komitmen Organisasi Terhadap Turnover Intention Karyawan pada PT. Garudafood Putra Putri Jaya Tbk. (Divisi Biskuit)**" dengan hasil Similarity Index 16% sehingga layak untuk mengikuti sidang skripsi.

Demikian surat pernyataan ini kami buat untuk dipergunakan sebagaimana mestinya.

Surabaya, 15 Maret 2023  
Ketua Program Studi Manajemen,

  
  
I Made Bagus Dwiarta, S.E., M.M.

## Lampiran 7

### Berita Acara Ujian Proposal Skripsi



## UNIVERSITAS PGRI ADI BUANA SURABAYA FAKULTAS EKONOMI DAN BISNIS

Kampus : Jl. Dukuh Menanggal XII/4 , Telp- Fax. 031-8281183 Surabaya 60234  
Website : <http://www.fe.unipasby.ac.id>

### BERITA ACARA UJIAN PROPOSAL SKRIPSI

Pada hari ini Jumat tanggal 23 bulan Desember tahun 2022 bertempat bertempat di Fakultas Ekonomi dan Bisnis Universitas PGRI Adi Buana Surabaya telah dilaksanakan Ujian Proposal Skripsi Semester Ganjil / Genap \*) Tahun Akademi 2022 / 2023

Nama Mahasiswa	: Muhammad Novin Marzaini
NIM	: 191500059
Program Studi	: Manajemen
Judul Proposal	: Pengaruh <i>Job Insecurity</i> , Lingkungan Kerja dan Komitmen Organisasi Terhadap <i>Turnover Intention</i> Karyawan pada PT. Garudafood Putra Putri Jaya Tbk. (Divisi Biskuit)

Dihadiri oleh :

No.	NIM	Nama Mahasiswa	Tanda Tangan
1.	191500166	Sundira J.N	1.
2.	191500120	Fajar S.ark	2.
3.	191500094	Muhammad Ridho	3.
4.	191500126	Fakih Ape R	4.
5.	191500006	Yauli Dwi Nesyq	5.
6.	191500092	Mohamad Fadli Rohadnan	6.
7.	191500167	Ages Syamsul Huda	7.
8.	191500170	Nur Awwalina Rahmawati	8.
9.	191500159	Isnania Anggun R	9.
10.	191500190	Heny Ariefatul .m	10.
11.	191500187	Fitria Inzaki	11.
12.	191500104	Khayaban Nadhiro	12.
13.	191500058	Narita Dhea Saputra	13.
14.			14.
15.			15.

Surabaya, 23 Desember 2022

Penguji

: Tri Aniprabowo, S.E.M.Si

Pembimbing

: Dr. Edy Sulistyawati,   
Sosiologi

## Lampiran 8

### Kuisisioner Penelitian

#### *KUESIONER PENELITIAN*

##### **A. Bagian 1 : Identitas Responden**

1. Nama :
2. Jenis Kelamin :
3. Usia :

##### **B. Bagian 2 : Petunjuk Pengisian**

1. Bacalah dengan seksama pernyataan yang telah disediakan.
2. Pilihlah salah satu jawaban yang telah tersedia dengan jujur dan apa adanya.
3. Berilah tanda check list ( $\surd$ ) pada pilihan jawaban yang tersedia sesuai dengan jawaban yang benar menurut anda.
4. Lakukan pengecekan ulang setelah selesai mengisi semua kuisisioner. Agar tidak ada pernyataan yang terlewatkan.

Kriteria Penilaian :

1	2	3	4	5
STS (Sangat Tidak Setuju)	TS (Tidak Setuju)	RG (Ragu- ragu)	S (Setuju)	SS (Sangat Setuju)



No.	Pernyataan	SS	S	R	TS	STS
<b>Job Insecurity (X1)</b>						
Arti pekerjaan						
1.	Menurut saya, pekerjaan ini penting buat saya					
2.	Di tempat kerja saya saat ini saya memiliki jaminan masa depan yang pasti					
3.	Memiliki rasa kebersamaan dalam bekerja dengan rekan sekerja					
Tingkat ancaman yang dirasakan						
4.	Saya khawatir akan dipecat jika membuat kesalahan dalam bekerja					
5.	Saya khawatir terjadinya pengurangan kompensasi					
6.	Saya merasa terancam kehilangan pekerjaan yang berasal dari lingkungan internal perusahaan					
Tingkat ancaman kemungkinan terjadinya peristiwa negatif						
7.	Saya gelisah dan tidak berdaya terhadap aspek-aspek pekerjaan di perusahaan ini					
8.	Saya dapat kehilangan pekerjaan karena dihentikan					
9.	Saya memiliki kekuatan yang cukup dalam organisasi ini untuk mengendalikan kejadian yang mungkin mempengaruhi pekerjaan saya					

No.	Pernyataan	SS	S	R	TS	STS
Tingkat kepentingan yang dirasakan mengenai potensi setiap peristiwa tersebut						
10.	saya gelisah dan tidak berdaya terhadap peristiwa-peristiwa yang akan mempengaruhi kerja saya seperti dipecat					
11.	Saya merasa tidak aman terhadap pekerjaan saya 1 sampai 2 tahun yang akan datang					
12.	Saya dapat kehilangan pekerjaan dan dipindahkan ke tingkat yang lebih rendah dalam organisasi					

No.	Pernyataan	SS	S	R	TS	STS
<b>Lingkungan Kerja (X2)</b>						
Penerangan						
1.	Penerangan yang ada (sinar matahari dan listrik) di ruang kerja telah sesuai dengan kebutuhan					
2.	Pencahayaan di tempat kerja membantu saya dalam menyelesaikan pekerjaan.					
3.	Perlengkapan penerangan lampu dalam ruangan sudah baik dan memadai					
Sirkulasi udara						
4.	Kondisi udara di ruang kerja memberikan kenyamanan pada saya selama bekerja					

No.	Pernyataan	SS	S	R	TS	STS
5.	Suhu udara di tempat karyawan bekerja sudah baik.					
6.	Saya merasa jumlah sirkulasi yang ada sudah sesuai dengan jumlah karyawan yang ada di dalam ruangan					
<b>Suara bising</b>						
7.	Lingkungan kerja karyawan yang tenang dan bebas dari suara bising mesin produksi atau kendaraan					
8.	Saya dapat berkonsentrasi dengan baik karena jauh dari kebisingan					
9.	Suasana tempat kerja karyawan dapat memberikan kenyamanan dalam bekerja					
<b>Keamanan dan hubungan karyawan</b>						
10.	Adanya petugas keamanan dilingkungan kantor, membuat saya bekerja sangat baik					
11.	Hubungan antara karyawan dengan sesama rekan kerja membantu karyawan dalam bekerja.					
12.	Tempat kerja saya menjamin keamanan pegawainya dalam bekerja					
<b>Kebersihan</b>						
13.	Saya ikut serta menjaga kebersihan ditempat kerja					

No.	Pernyataan	SS	S	R	TS	STS
14.	Kerjasama dengan tim untuk saling menjaga kebersihan perusahaan					
15.	Terjaminnya kebersihan tempat kerja dapat membuat suasana kerja menjadi menyenangkan					

No.	Pernyataan	SS	S	R	TS	STS
<b>Komitmen Organisasi (X3)</b>						
Komitmen Efektif						
1.	Saya berbahagia menghabiskan sisa karir saya diperusahaan ini					
2.	Masalah yang terjadi di perusahaan menjadi permasalahan saya juga					
3.	Saya merasa adanya keterikatan emosional terhadap perusahaan					
Komitmen Kelanjutan						
4.	Saya sulit meninggalkan perusahaan ini karena takut tidak mendapatkan kesempatan kerja ditempat lain.					
5.	Sulit mendapatkan pekerjaan dengan penghasilan yang bagus seperti pekerjaan saya sekarang					

No.	Pernyataan	SS	S	R	TS	STS
6.	Perusahaan memberikan peluang karir yang baik jika saya loyal terhadap perusahaan					
Komitmen Normative						
7.	Perusahaan ini telah banyak berjasa bagi hidup saya.					
8.	Saya belum memberikan banyak kontribusi bagi perusahaan ini.					
9.	Perusahaan sudah memberikan banyak manfaat bagi saya sehingga saya ingin memberikan balas budi baik buat perusahaan					

No.	Pernyataan	SS	S	R	TS	STS
<i>Turnover Intention (Y)</i>						
Intention to quit (Keinginan untuk meninggalkan)						
1.	Saya ingin keluar dari perusahaan karena imbalan yang diterima tidak sesuai					
2.	Saya ingin keluar dari perusahaan karena pekerjaan terlalu berat					
3.	Saya merasa kurang cocok berada di perusahaan ini karena pekerjaan yang tidak sesuai dengan passion					
Intention to search for another job (Keinginan untuk mencari pekerjaan lain)						

No.	Pernyataan	SS	S	R	TS	STS
4.	Saya sering memikirkan mencari pekerjaan di tempat lain					
5.	Saya ingin mencari budaya lingkungan kerja yang baru					
6.	Saya terlibat dengan pihak-pihak yang membuat saya tidak nyaman dalam bekerja					
Thinking of quit (Memikirkan untuk keluar)						
7.	Saya akan keluar dari perusahaan apabila ada tawaran kerja yang lebih baik					
8.	Saya akan keluar dari organisasi apabila perusahaan tidak dapat memenuhi kebutuhan lagi					
9.	Saya akan keluar dari perusahaan apabila sudah memperoleh pekerjaan yang lebih baik					

## Lampiran 9

### Tabulasi Karakteristik Responden

#### 1. Umur

UMUR					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 - 30 tahun	11	27.5	27.5	27.5
	30 - 40 tahun	23	57.5	57.5	85.0
	> 40 tahun	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

#### 2. Jenis Kelamin

JENIS KELAMIN					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LAKI-LAKI	38	90.0	90.0	90.0
	PEREMPUAN	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

#### 3. Status

STATUS					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	BELUM MENIKAH	8	20.0	20.0	20.0
	SUDAH MENIKAH	32	80.0	80.0	100.0
	Total	40	100.0	100.0	

#### 4. Gaji

GAJI					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	≤ Rp. 3.000.000	1	2.5	2.5	2.5
	Rp. 3.000.000 - Rp. 4.500.000	29	72.5	72.5	75.0
	≥ Rp. 5.000.000	10	25.0	25.0	100.0
	Total	40	100.0	100.0	

## Lampiran 10

### Tabulasi Data

#### Tabulasi Variabel Job Insecurity (X1)

NO	X11	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X1_10	X1_11	X1_12	Total
1	3	3	1	3	1	4	4	4	3	4	4	3	37
2	3	4	3	4	4	1	1	1	4	3	4	2	34
3	4	4	4	4	5	5	3	3	3	3	3	4	45
4	4	4	4	4	4	1	1	1	4	4	3	4	38
5	4	4	4	4	5	5	4	5	4	4	5	4	52
6	4	4	5	5	5	5	4	5	5	5	4	5	56
7	4	4	4	4	4	3	3	4	4	4	3	3	44
8	4	4	4	4	4	4	4	4	4	4	4	4	48



9	5	3	3	3	3	3	3	1	4	4	3	3	38
10	3	4	5	3	4	5	3	4	5	3	4	5	48
11	4	4	4	4	4	2	2	1	4	4	4	2	39
12	4	4	5	3	3	3	3	4	4	3	4	3	43
13	3	3	4	3	2	2	1	2	4	2	5	5	36
14	5	5	5	5	5	5	4	5	5	5	5	5	59
15	3	4	4	3	3	4	5	4	4	4	3	4	45
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17	4	4	5	2	2	4	4	4	5	4	4	4	46
18	4	3	5	3	3	3	5	4	4	3	4	3	44
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22	5	4	5	4	2	5	3	4	4	4	5	4	49
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34	5	4	4	3	3	4	3	4	4	4	4	3	45
35	4	3	4	4	4	3	5	4	5	5	5	3	49
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38	5	2	3	2	4	3	4	4	4	3	1	4	39
39	5	5	3	5	4	5	5	5	4	5	4	5	55
40	5	5	3	5	5	4	5	5	5	5	4	4	55

### Tabulasi Variabel Lingkungan Kerja (X2)

No	X2_1	X2_2	X2_3	X2_4	X2_5	X2_6	X2_7	X2_8	X2_9	X2_10	X2_11	X2_12	X2_13	X2_14	X2_15	Total
1	5	5	5	5	5	5	5	5	5	5	4	5	4	4	5	72
2	5	5	5	5	4	5	4	5	5	5	5	5	5	5	5	73
3	4	4	4	4	4	4	4	4	4	4	5	4	5	5	4	63
4	3	4	4	3	4	3	3	4	3	3	4	4	4	4	4	54
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10	3	4	5	3	4	5	3	4	5	3	4	5	3	4	5	60
11	4	5	4	5	4	4	5	4	4	5	4	4	5	5	5	67

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21	5	4	4	4	4	4	3	4	4	5	4	5	5	4	4	63
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23	5	5	4	4	4	4	3	3	4	5	5	5	5	4	4	64
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25	4	5	5	5	4	4	3	3	4	4	5	4	5	4	5	64
26	4	5	4	4	4	4	3	3	4	5	4	4	5	4	4	61
27	4	5	5	5	5	4	3	4	5	4	4	4	5	5	5	67
28	4	4	4	3	4	4	4	4	3	5	3	4	3	4	4	57
29	5	5	4	4	4	4	3	3	4	5	5	4	5	4	5	64
30	5	5	5	4	4	4	2	4	3	5	4	4	5	5	5	64
31	5	5	5	3	2	2	3	3	5	4	5	4	5	5	5	61
32	3	4	3	3	3	3	3	3	4	4	4	4	4	4	4	53
33	4	4	4	4	4	4	4	4	4	4	5	4	5	4	4	62
34	4	4	5	4	4	4	4	3	4	5	4	5	5	5	5	65
35	4	4	4	3	3	4	4	4	4	4	4	3	4	4	4	57
36	4	5	4	4	4	4	2	4	4	5	4	4	5	4	4	61
37	4	4	4	4	3	3	2	3	3	3	3	3	3	4	3	49

38	4	4	4	4	4	4	4	3	3	3	4	4	4	3	3	55
39	4	5	5	4	4	4	4	3	4	5	4	4	5	4	4	63
40	4	4	5	5	4	3	3	4	4	4	5	5	4	5	5	64

### Tabulasi Variabel Komitmen Organisasi (X3)

No	X3_1	X3_2	X3_3	X3_4	X3_5	X3_6	X3_7	X3_8	X3_9	Total
1	5	5	5	4	4	5	5	4	5	42
2	5	5	4	2	4	5	5	4	5	39
3	3	4	4	3	4	3	5	4	4	34
4	4	4	4	3	3	4	4	4	4	34
5	4	5	5	5	4	4	5	5	5	42
6	4	4	4	5	4	4	4	4	4	37
7	4	3	4	4	4	4	4	4	4	35
8	4	4	4	4	4	4	4	4	4	36
9	4	4	4	2	4	4	4	4	4	34
10	4	4	5	3	4	5	3	4	5	37



11	4	4	4	4	4	4	5	4	4	37
12	4	4	3	4	4	5	5	3	4	36
13	4	4	4	4	4	4	5	4	4	37
14	5	5	5	5	5	5	5	5	5	45
15	4	3	4	4	4	4	3	4	4	34
16	4	3	4	3	4	4	5	3	4	34
17	3	4	4	4	3	4	4	3	5	34
18	4	4	3	3	4	4	4	3	4	33
19	4	4	3	4	4	4	4	4	4	35
20	4	4	4	4	3	4	4	4	4	35
21	4	4	4	4	4	4	4	4	4	36
22	4	4	4	4	3	4	4	4	4	35

23	3	4	4	4	4	4	4	4	4	35
24	4	4	4	4	4	4	4	3	4	35
25	3	4	3	4	4	4	4	4	4	34
26	3	4	3	4	4	4	4	4	4	34
27	4	4	4	4	3	4	4	4	4	35
28	4	4	4	4	4	3	3	4	4	34
29	3	4	4	4	4	4	4	3	4	34
30	3	4	3	5	4	4	4	3	4	34
31	4	2	3	5	5	3	4	5	4	35
32	4	4	4	3	3	4	4	4	4	34
33	4	3	4	3	2	2	4	4	4	30
34	4	4	3	3	4	4	4	4	4	34

35	5	4	5	3	4	3	4	5	4	37
36	4	4	4	4	4	4	4	4	4	36
37	4	3	5	3	4	3	4	5	4	35
38	4	4	5	5	5	4	5	4	4	40
39	5	3	5	5	5	4	4	4	4	39
40	5	4	5	5	5	4	5	4	5	42

**Tabulasi Variabel *Turnover Intention* Karyawan (Y)**

No	Y_1	Y_2	Y_3	Y_4	Y_5	Y_6	Y_7	Y_8	Y_9	Total
1	2	4	4	4	5	5	5	5	5	39
2	4	4	4	3	4	2	5	4	4	34
3	4	4	4	4	4	4	4	4	4	36
4	5	3	3	3	3	3	3	3	3	29
5	4	4	5	4	4	5	4	5	5	40
6	5	4	4	4	4	4	5	4	4	38
7	5	2	3	3	5	2	3	3	3	29
8	4	4	4	4	4	4	4	4	4	36
9	4	4	3	3	3	4	4	4	4	33
10	4	4	5	3	4	5	3	4	5	37

11	4	4	4	4	5	4	2	4	2	33
12	5	3	3	3	3	3	3	4	4	31
13	4	4	4	2	5	5	2	2	2	30
14	5	5	5	5	5	5	5	5	5	45
15	5	4	4	4	5	4	4	4	5	39
16	5	4	4	4	1	4	3	1	3	29
17	5	3	4	3	4	5	4	3	4	35
18	3	2	4	4	4	4	4	4	4	33
19	5	5	4	4	5	4	4	3	4	38
20	3	2	4	3	4	4	4	3	5	32
21	5	3	3	4	4	4	4	4	4	35
22	4	2	4	4	4	4	4	3	5	34

23	4	2	3	4	4	4	4	4	5	34
24	3	3	5	3	3	3	3	3	3	29
25	4	2	5	3	4	4	4	4	4	34
26	4	3	5	3	4	4	4	3	5	35
27	4	3	4	3	3	4	5	4	5	35
28	5	4	5	3	3	4	2	4	4	34
29	5	2	3	4	4	4	4	3	5	34
30	5	3	4	5	3	3	5	5	5	38
31	2	4	4	5	2	2	2	3	4	28
32	4	2	3	3	3	3	4	4	4	30
33	4	2	4	4	4	2	4	3	2	29
34	4	2	4	3	4	4	5	4	5	35

35	3	3	4	3	5	2	4	3	4	31
36	3	2	4	3	5	4	5	4	4	34
37	3	2	3	3	3	5	2	2	2	25
38	1	3	4	3	3	5	3	4	4	30
39	5	3	4	4	3	4	4	4	4	35
40	5	5	5	5	5	4	4	3	4	40

## Lampiran 11

### Rekapitulasi Total Skor Jawaban Responden

No Resp	X1	X2	X3	Y
Resp_1	37	72	42	39
Resp_2	34	73	39	34
Resp_3	45	63	34	36
Resp_4	38	54	34	29
Resp_5	52	70	42	40
Resp_6	56	70	37	38
Resp_7	44	60	35	29
Resp_8	48	60	36	36
Resp_9	38	65	34	33
Resp_10	48	60	37	37
Resp_11	39	67	37	33
Resp_12	43	59	36	31
Resp_13	36	53	37	30
Resp_14	59	75	45	45
Resp_15	45	70	34	39
Resp_16	44	59	34	29
Resp_17	46	66	34	35
Resp_18	44	62	33	33
Resp_19	46	63	35	38
Resp_20	47	63	35	32
Resp_21	47	63	36	35
Resp_22	49	63	35	34
Resp_23	48	64	35	34
Resp_24	48	60	35	29
Resp_25	47	64	34	34
Resp_26	47	61	34	35
Resp_27	46	67	35	35
Resp_28	51	57	34	34
Resp_29	49	64	34	34
Resp_30	48	64	34	38



Resp_31	49	61	35	28
Resp_32	43	53	34	30
Resp_33	42	62	30	29
Resp_34	45	65	34	35
Resp_35	49	57	37	31
Resp_36	48	61	36	34
Resp_37	36	49	35	25
Resp_38	39	55	40	30
Resp_39	55	63	39	35
Resp_40	55	64	42	40

## Lampiran 12

### Tabel Frekuensi Jawaban Responden

#### Variabel *Job Insecurity* (X1)

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	17.5	17.5	17.5
	4	24	60.0	60.0	77.5
	5	9	22.5	22.5	100.0
	Total	40	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	9	22.5	22.5	25.0
	4	26	65.0	65.0	90.0
	5	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.5	2.5	2.5
	3	7	17.5	17.5	20.0
	4	18	45.0	45.0	65.0
	5	14	35.0	35.0	100.0
	Total	40	100.0	100.0	

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.0	5.0	5.0
	3	16	40.0	40.0	45.0
	4	18	45.0	45.0	90.0
	5	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

**X1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.5	2.5	2.5
	2	9	22.5	22.5	25.0
	3	11	27.5	27.5	52.5
	4	13	32.5	32.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

**X1.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	5.0	5.0	5.0
	2	4	10.0	10.0	15.0
	3	8	20.0	20.0	35.0
	4	13	32.5	32.5	67.5
	5	13	32.5	32.5	100.0
	Total	40	100.0	100.0	

**X1.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	7.5	7.5	7.5
	2	1	2.5	2.5	10.0
	3	12	30.0	30.0	40.0
	4	17	42.5	42.5	82.5
	5	7	17.5	17.5	100.0
	Total	40	100.0	100.0	

**X1.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	10.0	10.0	10.0
	2	2	5.0	5.0	15.0
	3	7	17.5	17.5	32.5
	4	21	52.5	52.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

**X1.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	3	7.5	7.5	10.0
	4	24	60.0	60.0	70.0
	5	12	30.0	30.0	100.0
	Total	40	100.0	100.0	

**X1.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	11	27.5	27.5	30.0
	4	23	57.5	57.5	87.5
	5	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

**X1.11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.5	2.5	2.5
	2	1	2.5	2.5	5.0
	3	6	15.0	15.0	20.0
	4	21	52.5	52.5	72.5
	5	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

**X1.12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	7.5	7.5	7.5
	3	10	25.0	25.0	32.5
	4	15	37.5	37.5	70.0
	5	12	30.0	30.0	100.0
	Total	40	100.0	100.0	

## Variabel Komitmen Organisasi (X2)

**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	10.0	10.0	10.0
	4	21	52.5	52.5	62.5
	5	15	37.5	37.5	100.0
	Total	40	100.0	100.0	

**X2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	1	2.5	2.5	5.0
	4	19	47.5	47.5	52.5
	5	19	47.5	47.5	100.0
	Total	40	100.0	100.0	

**X2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	20	50.0	50.0	55.0
	5	18	45.0	45.0	100.0
	Total	40	100.0	100.0	

**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	20.0	20.0	20.0
	4	21	52.5	52.5	72.5
	5	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

**X2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	4	10.0	10.0	12.5
	4	30	75.0	75.0	87.5
	5	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

**X2.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	7	17.5	17.5	20.0
	4	26	65.0	65.0	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

**X2.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	10.0	10.0	10.0
	3	17	42.5	42.5	52.5
	4	15	37.5	37.5	90.0
	5	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

**X2.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.0	5.0	5.0
	3	14	35.0	35.0	40.0
	4	18	45.0	45.0	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

**X2.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	15.0	15.0	15.0
	4	25	62.5	62.5	77.5
	5	9	22.5	22.5	100.0
	Total	40	100.0	100.0	



**X2.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	12.5	12.5	12.5
	4	16	40.0	40.0	52.5
	5	19	47.5	47.5	100.0
	Total	40	100.0	100.0	

**X2.11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	23	57.5	57.5	62.5
	5	15	37.5	37.5	100.0
	Total	40	100.0	100.0	

**X2.12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	24	60.0	60.0	65.0
	5	14	35.0	35.0	100.0
	Total	40	100.0	100.0	

**X2.13**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	7.5	7.5	7.5
	4	14	35.0	35.0	42.5
	5	23	57.5	57.5	100.0
	Total	40	100.0	100.0	

**X2.14**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.5	2.5	2.5
	4	23	57.5	57.5	60.0
	5	16	40.0	40.0	100.0
	Total	40	100.0	100.0	

**X2.15**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	21	52.5	52.5	57.5
	5	17	42.5	42.5	100.0
	Total	40	100.0	100.0	

## Variabel Promosi Jabatan (X3)

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	17.5	17.5	17.5
	4	27	67.5	67.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	6	15.0	15.0	17.5
	4	29	72.5	72.5	90.0
	5	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	20.0	20.0	20.0
	4	23	57.5	57.5	77.5
	5	9	22.5	22.5	100.0
	Total	40	100.0	100.0	

**X3.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.0	5.0	5.0
	3	10	25.0	25.0	30.0
	4	20	50.0	50.0	80.0
	5	8	20.0	20.0	100.0
	Total	40	100.0	100.0	

**X3.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	6	15.0	15.0	17.5
	4	28	70.0	70.0	87.5
	5	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

**X3.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	5	12.5	12.5	15.0
	4	29	72.5	72.5	87.5
	5	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

**X3.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	7.5	7.5	7.5
	4	26	65.0	65.0	72.5
	5	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

**X3.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	17.5	17.5	17.5
	4	28	70.0	70.0	87.5
	5	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

**X3.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	33	82.5	82.5	82.5
	5	7	17.5	17.5	100.0
	Total	40	100.0	100.0	

## Variabel *Turnover Intention* (Y)

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.5	2.5	2.5
	2	2	5.0	5.0	7.5
	3	6	15.0	15.0	22.5
	4	16	40.0	40.0	62.5
	5	15	37.5	37.5	100.0
	Total	40	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	30.0	30.0	30.0
	3	11	27.5	27.5	57.5
	4	14	35.0	35.0	92.5
	5	3	7.5	7.5	100.0
	Total	40	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	22.5	22.5	22.5
	4	23	57.5	57.5	80.0
	5	8	20.0	20.0	100.0
	Total	40	100.0	100.0	

## Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	19	47.5	47.5	50.0
	4	16	40.0	40.0	90.0
	5	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

## Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.5	2.5	2.5
	2	1	2.5	2.5	5.0
	3	11	27.5	27.5	32.5
	4	17	42.5	42.5	75.0
	5	10	25.0	25.0	100.0
	Total	40	100.0	100.0	

## Y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	12.5	12.5	12.5
	3	5	12.5	12.5	25.0
	4	22	55.0	55.0	80.0
	5	8	20.0	20.0	100.0
	Total	40	100.0	100.0	

## Y.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	12.5	12.5	12.5
	3	7	17.5	17.5	30.0
	4	20	50.0	50.0	80.0
	5	8	20.0	20.0	100.0
	Total	40	100.0	100.0	

## Y.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.5	2.5	2.5
	2	2	5.0	5.0	7.5
	3	13	32.5	32.5	40.0
	4	20	50.0	50.0	90.0
	5	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

## Y.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	10.0	10.0	10.0
	3	4	10.0	10.0	20.0
	4	19	47.5	47.5	67.5
	5	13	32.5	32.5	100.0
	Total	40	100.0	100.0	



## Lampiran 13

### Hasil Uji Validitas

#### Uji Validitas Variabel Karakteristik Pekerjaan (X1)

		Correlations												
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	TOTAL
X1.1	Pearson Correlation	1	.085	.129	.151	.273	.222	.220	.137	.098	.316 <sup>+</sup>	.046	.052	.393 <sup>+</sup>
	Sig. (2-tailed)		.601	.427	.352	.089	.168	.172	.400	.547	.047	.779	.750	.012
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.2	Pearson Correlation	.085	1	.218	.553 <sup>**</sup>	.167	.395 <sup>+</sup>	.084	.179	.133	.446 <sup>**</sup>	.184	.230	.528 <sup>**</sup>
	Sig. (2-tailed)	.601		.178	.000	.304	.012	.607	.268	.414	.004	.256	.153	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.3	Pearson Correlation	.129	.218	1	-.016	.099	.326 <sup>+</sup>	.072	.096	.405 <sup>**</sup>	-.094	.336 <sup>+</sup>	.393 <sup>+</sup>	.462 <sup>**</sup>
	Sig. (2-tailed)	.427	.178		.923	.545	.040	.657	.554	.009	.563	.034	.012	.003
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.4	Pearson Correlation	.151	.553 <sup>**</sup>	-.016	1	.500 <sup>**</sup>	.189	.052	.250	.092	.542 <sup>**</sup>	.275	.200	.553 <sup>**</sup>
	Sig. (2-tailed)	.352	.000	.923		.001	.242	.749	.120	.573	.000	.088	.215	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.5	Pearson Correlation	.273	.167	.099	.500 <sup>**</sup>	1	-.038	.081	.104	.196	.132	.109	.139	.427 <sup>**</sup>
	Sig. (2-tailed)	.089	.304	.545	.001		.817	.618	.521	.225	.417	.504	.393	.006
	N	40	40	40	40	40	40	40	40	40	40	40	40	40

X1.6	Pearson Correlation	.222	.395 <sup>*</sup>	.326 <sup>*</sup>	.189	-.038	1	.570 <sup>**</sup>	.549 <sup>**</sup>	-.014	.327 <sup>*</sup>	.176	.500 <sup>**</sup>	.705 <sup>**</sup>
	Sig. (2-tailed)	.188	.012	.040	.242	.817	.000	.000	.000	.932	.040	.278	.001	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.7	Pearson Correlation	.220	.084	.072	.052	.081	.570 <sup>**</sup>	1	.627 <sup>**</sup>	.101	.346 <sup>*</sup>	.111	.272	.612 <sup>**</sup>
	Sig. (2-tailed)	.172	.807	.857	.749	.618	.000	.000	.000	.537	.029	.497	.090	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.8	Pearson Correlation	.137	.179	.098	.250	.104	.549 <sup>**</sup>	.627 <sup>**</sup>	1	.234	.350 <sup>*</sup>	.155	.325 <sup>*</sup>	.680 <sup>**</sup>
	Sig. (2-tailed)	.400	.268	.554	.120	.521	.000	.000	.000	.145	.027	.339	.041	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.9	Pearson Correlation	.098	.133	.405 <sup>**</sup>	.092	.196	-.014	.101	.234	1	.133	.217	.315 <sup>*</sup>	.420 <sup>**</sup>
	Sig. (2-tailed)	.547	.414	.009	.573	.225	.932	.537	.145	.000	.414	.180	.048	.007
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.10	Pearson Correlation	.316 <sup>*</sup>	.446 <sup>**</sup>	-.094	.542 <sup>**</sup>	.132	.327 <sup>*</sup>	.346 <sup>*</sup>	.350 <sup>*</sup>	.133	1	.043	-.032	.507 <sup>**</sup>
	Sig. (2-tailed)	.047	.004	.563	.000	.417	.040	.029	.027	.414	.000	.794	.844	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.11	Pearson Correlation	.046	.184	.336 <sup>*</sup>	.275	.109	.176	.111	.155	.217	.043	1	.220	.443 <sup>**</sup>
	Sig. (2-tailed)	.779	.256	.034	.086	.504	.278	.497	.339	.180	.794	.000	.172	.004
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.12	Pearson Correlation	.052	.230	.393 <sup>*</sup>	.200	.139	.500 <sup>**</sup>	.272	.325 <sup>*</sup>	.315 <sup>*</sup>	-.032	.220	1	.594 <sup>**</sup>
	Sig. (2-tailed)	.750	.153	.012	.215	.393	.001	.090	.041	.048	.844	.172	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
TOTAL	Pearson Correlation	.393 <sup>*</sup>	.528 <sup>**</sup>	.462 <sup>**</sup>	.553 <sup>**</sup>	.427 <sup>**</sup>	.705 <sup>**</sup>	.612 <sup>**</sup>	.680 <sup>**</sup>	.420 <sup>**</sup>	.507 <sup>**</sup>	.443 <sup>**</sup>	.594 <sup>**</sup>	1
	Sig. (2-tailed)	.012	.000	.003	.000	.006	.000	.000	.000	.007	.001	.004	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40

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

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

## Uji Validitas Variabel Komitmen Organisasi (X2)

		Correlations															
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	TOTAL
X2.1	Pearson Correlation	1	.453 <sup>**</sup>	.448 <sup>**</sup>	.414 <sup>**</sup>	.158	.295	.138	.319 <sup>**</sup>	.337	.524 <sup>**</sup>	.380 <sup>**</sup>	.334	.281	.139	.197	.627 <sup>**</sup>
	Sig. (2-tailed)		.003	.004	.008	.330	.065	.402	.045	.034	.001	.018	.035	.078	.382	.224	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.2	Pearson Correlation	.453 <sup>**</sup>	1	.382 <sup>**</sup>	.284	.225	.128	.112	.232	.298	.458 <sup>**</sup>	.187	-.054	.179	-.071	.130	.483 <sup>**</sup>
	Sig. (2-tailed)	.003		.022	.100	.163	.431	.490	.150	.062	.003	.249	.740	.270	.685	.423	.003
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.3	Pearson Correlation	.448 <sup>**</sup>	.382 <sup>**</sup>	1	.551 <sup>**</sup>	.407 <sup>**</sup>	.344	.181	.373 <sup>**</sup>	.550 <sup>**</sup>	.211	.288	.400	.203	.402	.371 <sup>**</sup>	.690 <sup>**</sup>
	Sig. (2-tailed)	.004	.022		.000	.009	.030	.264	.018	.000	.191	.071	.010	.208	.010	.019	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.4	Pearson Correlation	.414 <sup>**</sup>	.284	.551 <sup>**</sup>	1	.648 <sup>**</sup>	.407 <sup>**</sup>	.298	.389 <sup>**</sup>	.407 <sup>**</sup>	.261	.324 <sup>**</sup>	.400	.375	.334 <sup>**</sup>	.181	.719 <sup>**</sup>
	Sig. (2-tailed)	.008	.100	.000		.000	.009	.062	.019	.009	.103	.041	.011	.017	.035	.263	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.5	Pearson Correlation	.158	.225	.407 <sup>**</sup>	.648 <sup>**</sup>	1	.805 <sup>**</sup>	.298	.377 <sup>**</sup>	.294	.278	.103	.418 <sup>**</sup>	.174	.113	.104	.802 <sup>**</sup>
	Sig. (2-tailed)	.330	.163	.009	.000		.000	.062	.017	.065	.084	.527	.007	.284	.487	.522	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.6	Pearson Correlation	.295	.128	.344 <sup>**</sup>	.407 <sup>**</sup>	.805 <sup>**</sup>	1	.308	.450 <sup>**</sup>	.450 <sup>**</sup>	.450 <sup>**</sup>	.135	.409 <sup>**</sup>	.031	.081	.209	.621 <sup>**</sup>
	Sig. (2-tailed)	.065	.431	.030	.009	.000		.053	.004	.003	.004	.407	.009	.852	.617	.196	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.7	Pearson Correlation	.138	.112	.181	.298	.298	.308	1	.584 <sup>**</sup>	.338 <sup>**</sup>	.108	-.010	.240	.025	-.007	-.007	.457 <sup>**</sup>
	Sig. (2-tailed)	.402	.490	.264	.062	.062	.053		.000	.034	.517	.953	.136	.881	.964	.967	.003
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.8	Pearson Correlation	.319 <sup>**</sup>	.232	.373 <sup>**</sup>	.389 <sup>**</sup>	.377 <sup>**</sup>	.450 <sup>**</sup>	.584 <sup>**</sup>	1	.489 <sup>**</sup>	.102	-.006	.379	-.101	.080	.028	.572 <sup>**</sup>
	Sig. (2-tailed)	.045	.150	.018	.019	.017	.004	.000		.002	.531	.972	.016	.534	.581	.865	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40

X2.9	Pearson Correlation	.337 <sup>**</sup>	.298	.550 <sup>**</sup>	.407 <sup>**</sup>	.294	.459 <sup>**</sup>	.336 <sup>**</sup>	.469 <sup>**</sup>	1	.295	.439 <sup>**</sup>	.525 <sup>**</sup>	.228	.376 <sup>**</sup>	.418 <sup>**</sup>	.736 <sup>**</sup>
	Sig. (2-tailed)	.034	.062	.000	.009	.065	.003	.034	.002		.065	.005	.001	.158	.017	.007	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.10	Pearson Correlation	.524 <sup>**</sup>	.458 <sup>**</sup>	.211	.261	.276	.450 <sup>**</sup>	.106	.102	.295	1	.221	.247	.400 <sup>**</sup>	.322 <sup>**</sup>	.360 <sup>**</sup>	.602 <sup>**</sup>
	Sig. (2-tailed)	.001	.003	.191	.103	.084	.004	.517	.531	.065		.171	.125	.010	.043	.023	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.11	Pearson Correlation	.380 <sup>**</sup>	.187	.288	.324 <sup>**</sup>	.103	.135	-.010	-.006	.439 <sup>**</sup>	.221	1	.405 <sup>**</sup>	.455 <sup>**</sup>	.342 <sup>**</sup>	.316 <sup>**</sup>	.500 <sup>**</sup>
	Sig. (2-tailed)	.016	.249	.071	.041	.527	.407	.953	.972	.005	.171		.009	.003	.031	.047	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.12	Pearson Correlation	.334 <sup>**</sup>	-.054	.400 <sup>**</sup>	.400 <sup>**</sup>	.418 <sup>**</sup>	.409 <sup>**</sup>	.240	.379 <sup>**</sup>	.525 <sup>**</sup>	.247	.405 <sup>**</sup>	1	.213	.295	.349 <sup>**</sup>	.626 <sup>**</sup>
	Sig. (2-tailed)	.035	.740	.010	.011	.007	.009	.136	.016	.001	.125	.009		.187	.065	.027	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.13	Pearson Correlation	.281	.179	.203	.375 <sup>**</sup>	.174	.031	.025	-.101	.228	.400 <sup>**</sup>	.455 <sup>**</sup>	.213	1	.482 <sup>**</sup>	.376 <sup>**</sup>	.478 <sup>**</sup>
	Sig. (2-tailed)	.078	.270	.208	.017	.284	.852	.881	.534	.158	.010	.003	.187		.002	.017	.002
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.14	Pearson Correlation	.139	-.071	.402 <sup>**</sup>	.334 <sup>**</sup>	.113	.081	-.007	.090	.376 <sup>**</sup>	.322 <sup>**</sup>	.342 <sup>**</sup>	.295	.482 <sup>**</sup>	1	.598 <sup>**</sup>	.487 <sup>**</sup>
	Sig. (2-tailed)	.392	.665	.010	.035	.487	.617	.964	.581	.017	.043	.031	.065	.002		.000	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.15	Pearson Correlation	.197	.130	.371 <sup>**</sup>	.181	.104	.209	-.007	.028	.418 <sup>**</sup>	.360 <sup>**</sup>	.316 <sup>**</sup>	.349 <sup>**</sup>	.376 <sup>**</sup>	.598 <sup>**</sup>	1	.504 <sup>**</sup>
	Sig. (2-tailed)	.224	.423	.019	.263	.522	.196	.967	.865	.007	.023	.047	.027	.017	.000		.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
TOTAL	Pearson Correlation	.627 <sup>**</sup>	.463 <sup>**</sup>	.890 <sup>**</sup>	.719 <sup>**</sup>	.602 <sup>**</sup>	.621 <sup>**</sup>	.457 <sup>**</sup>	.572 <sup>**</sup>	.736 <sup>**</sup>	.602 <sup>**</sup>	.500 <sup>**</sup>	.626 <sup>**</sup>	.478 <sup>**</sup>	.487 <sup>**</sup>	.504 <sup>**</sup>	1
	Sig. (2-tailed)	.000	.003	.000	.000	.000	.000	.003	.000	.000	.000	.001	.000	.002	.001	.001	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40

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

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

## Uji Validitas Variabel Promosi Jabatan (X3)

		Correlations									
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	TOTAL
X3.1	Pearson Correlation	1	.143	.541**	-.008	.283	.220	.252	.398*	.367*	.622**
	Sig. (2-tailed)		.379	.000	.959	.076	.173	.116	.011	.020	.000
	N	40	40	40	40	40	40	40	40	40	40
X3.2	Pearson Correlation	.143	1	.204	-.032	-.021	.567**	.370*	-.016	.530**	.516**
	Sig. (2-tailed)	.379		.207	.842	.897	.000	.019	.923	.000	.001
	N	40	40	40	40	40	40	40	40	40	40
X3.3	Pearson Correlation	.541**	.204	1	.104	.194	.068	.193	.426**	.487**	.638**
	Sig. (2-tailed)	.000	.207		.522	.230	.675	.233	.006	.001	.000
	N	40	40	40	40	40	40	40	40	40	40
X3.4	Pearson Correlation	-.008	-.032	.104	1	.444**	.091	.125	.098	.067	.456**
	Sig. (2-tailed)	.959	.842	.522		.004	.576	.443	.546	.593	.003
	N	40	40	40	40	40	40	40	40	40	40
X3.5	Pearson Correlation	.283	-.021	.194	.444**	1	.269	.266	.215	.165	.596**
	Sig. (2-tailed)	.076	.897	.230	.004		.094	.097	.163	.309	.000
	N	40	40	40	40	40	40	40	40	40	40
X3.6	Pearson Correlation	.220	.567**	.068	.091	.269	1	.259	-.241	.486**	.527**
	Sig. (2-tailed)	.173	.000	.675	.576	.094		.107	.134	.001	.000
	N	40	40	40	40	40	40	40	40	40	40
X3.7	Pearson Correlation	.252	.370*	.193	.125	.266	.259	1	.033	.307	.550**
	Sig. (2-tailed)	.116	.019	.233	.443	.097	.107		.840	.054	.000
	N	40	40	40	40	40	40	40	40	40	40
X3.8	Pearson Correlation	.398*	-.016	.426**	.098	.215	-.241	.033	1	.163	.411**
	Sig. (2-tailed)	.011	.923	.006	.546	.163	.134	.840		.315	.006
	N	40	40	40	40	40	40	40	40	40	40
X3.9	Pearson Correlation	.367*	.530**	.487**	.067	.165	.486**	.307	.163	1	.668**
	Sig. (2-tailed)	.020	.000	.001	.593	.309	.001	.054	.315		.000
	N	40	40	40	40	40	40	40	40	40	40
TOTAL	Pearson Correlation	.622**	.516**	.638**	.456**	.596**	.527**	.550**	.411**	.668**	1
	Sig. (2-tailed)	.000	.001	.000	.003	.000	.000	.000	.008	.000	
	N	40	40	40	40	40	40	40	40	40	40

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

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

## Uji Validitas Variabel *Turnover Intention* Karyawan (Y)

		Correlations									
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	TOTAL
Y.1	Pearson Correlation	1	.205	-.077	.177	.065	-.048	.126	-.037	.027	.345 <sup>*</sup>
	Sig. (2-tailed)		.205	.637	.274	.691	.771	.439	.820	.869	.029
	N	40	40	40	40	40	40	40	40	40	40
Y.2	Pearson Correlation	.205	1	.410 <sup>**</sup>	.350 <sup>*</sup>	.121	.218	-.064	.133	.023	.516 <sup>**</sup>
	Sig. (2-tailed)	.205		.009	.027	.457	.177	.697	.415	.888	.001
	N	40	40	40	40	40	40	40	40	40	40
Y.3	Pearson Correlation	-.077	.410 <sup>**</sup>	1	.141	.162	.251	.075	.166	.212	.464 <sup>**</sup>
	Sig. (2-tailed)	.637	.009		.387	.317	.119	.645	.305	.188	.003
	N	40	40	40	40	40	40	40	40	40	40
Y.4	Pearson Correlation	.177	.350 <sup>*</sup>	.141	1	.018	-.039	.242	.265	.252	.492 <sup>**</sup>
	Sig. (2-tailed)	.274	.027	.387		.914	.812	.133	.098	.117	.001
	N	40	40	40	40	40	40	40	40	40	40
Y.5	Pearson Correlation	.065	.121	.162	.018	1	.153	.292	.251	.095	.480 <sup>**</sup>
	Sig. (2-tailed)	.691	.457	.317	.914		.347	.067	.118	.558	.002
	N	40	40	40	40	40	40	40	40	40	40
Y.6	Pearson Correlation	-.048	.218	.251	-.039	.153	1	.013	.142	.222	.418 <sup>**</sup>
	Sig. (2-tailed)	.771	.177	.119	.812	.347		.936	.363	.169	.007
	N	40	40	40	40	40	40	40	40	40	40
Y.7	Pearson Correlation	.126	-.064	.075	.242	.292	.013	1	.510 <sup>**</sup>	.613 <sup>**</sup>	.617 <sup>**</sup>
	Sig. (2-tailed)	.439	.697	.645	.133	.067	.936		.001	.000	.000
	N	40	40	40	40	40	40	40	40	40	40
Y.8	Pearson Correlation	-.037	.133	.166	.265	.251	.142	.510 <sup>**</sup>	1	.544 <sup>**</sup>	.638 <sup>**</sup>
	Sig. (2-tailed)	.820	.415	.305	.098	.118	.363	.001		.000	.000
	N	40	40	40	40	40	40	40	40	40	40
Y.9	Pearson Correlation	.027	.023	.212	.252	.095	.222	.613 <sup>**</sup>	.544 <sup>**</sup>	1	.647 <sup>**</sup>
	Sig. (2-tailed)	.869	.888	.188	.117	.558	.169	.000	.000		.000
	N	40	40	40	40	40	40	40	40	40	40
TOTAL	Pearson Correlation	.345 <sup>*</sup>	.516 <sup>**</sup>	.464 <sup>**</sup>	.492 <sup>**</sup>	.480 <sup>**</sup>	.418 <sup>**</sup>	.617 <sup>**</sup>	.638 <sup>**</sup>	.647 <sup>**</sup>	1
	Sig. (2-tailed)	.029	.001	.003	.001	.002	.007	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40

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

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

## Lampiran 14

### Hasil Uji Reliabilitas

#### a. Variabel *Job Insecurity* (X1)

Cronbach's Alpha	N of Items
.765	12

#### b. Variabel Lingkungan Kerja (X2)

Cronbach's Alpha	N of Items
.854	15

#### c. Variabel Komitmen Organisasi (X3)

Cronbach's Alpha	N of Items
.898	9

#### d. Variabel *Turnover Intention* Karyawan (Y)

Cronbach's Alpha	N of Items
.643	9

## Lampiran 15

### Hasil Uji Asumsi Klasik

#### 1) Uji Normalitas

		Unstandardized Residual
N		40
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.13370141
Most Extreme Differences	Absolute	.062
	Positive	.038
	Negative	-.062
Test Statistic		.062
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

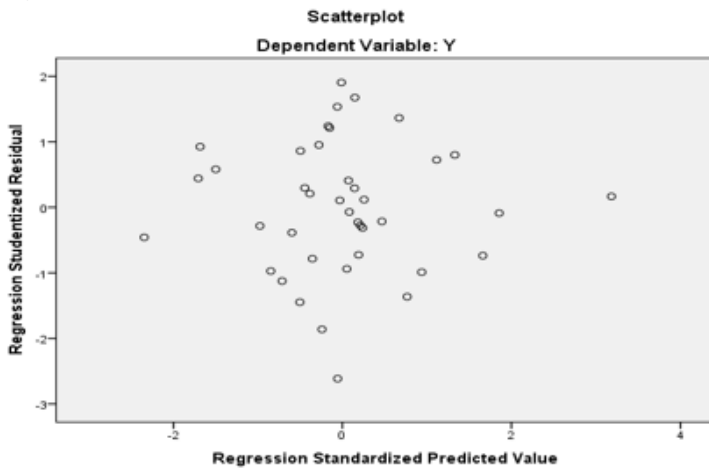
#### 2) Uji Multikolinieritas

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-12.895	5.180		-2.490	.018		
	X1	.222	.067	.314	3.327	.002	.883	1.132
	X2	.408	.071	.567	5.711	.000	.797	1.254
	X3	.309	.134	.225	2.301	.027	.821	1.219

a. Dependent Variable: Y



### 3) Uji Heteroskedastisitas



### 4) Uji Autokorelasi

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.847 <sup>a</sup>	.717	.694	2.221	2.189

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

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### Hasil Analisis Regresi Linier Berganda

#### 1) Uji t

Model		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-12.895	5.180		-2.490	.018
	X1	.222	.067	.314	3.327	.002
	X2	.408	.071	.567	5.711	.000
	X3	.309	.134	.225	2.301	.027

a. Dependent Variable: Y

#### 2) Uji F

Model		ANOVA <sup>a</sup>				
		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	450.820	3	150.273	30.469	.000 <sup>b</sup>
	Residual	177.555	36	4.932		
	Total	628.375	39			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2