

Lampiran 1. Kuesioner Penelitian

A. Identitas Responden

Nama Responden (Opsional) :

Jenis Kelamin : 1 Laki – Laki 2 Perempuan

Umur : 1 21 - 30 Tahun

2 31 – 40 Tahun

3 41 – 50 Tahun

4 >50 Tahun

Pendidikan Terakhir :

Lama Bekerja :

B. Petunjuk Pengisian Kuesioner

Berilah tanda centang (✓) pada salah satu kolom yang tersedia, dengan keterangan sebagai berikut :

| No | Pernyataan | Skor |
|----|---------------------------|------|
| 1. | Sangat Tidak Setuju (STS) | 1 |
| 2. | Tidak Setuju (TS) | 2 |
| 3. | Cukup Setuju (CS) | 3 |
| 4. | Setuju (S) | 4 |
| 5. | Sangat Setuju (SS) | 5 |

C. Daftar Pernyataan:

Variabel *Turnover Intention* (Y)

| ITEM | No | Pernyataan | SS | S | CS | TS | STS |
|--------------------------|----|---|----|---|----|----|-----|
| | | | 5 | 4 | 3 | 2 | 1 |
| <i>Thinking of quit</i> | 1 | Saya sering membayangkan bekerja di tempat lain lebih baik, sehingga terpikir untuk berhenti dari pekerjaan saat ini. | | | | | |
| <i>Intention to Quit</i> | 2 | Saya akan keluar dari pekerjaan saat ini jika memperoleh pekerjaan yang lebih baik. | | | | | |

| | | | | | | | |
|-------------------|---|---|--|--|--|--|--|
| <i>Job Search</i> | 3 | Saya aktif mencari peluang kerja yang lebih baik di perusahaan lain sesuai dengan keinginan saya. | | | | | |
|-------------------|---|---|--|--|--|--|--|

Variabel Beban Kerja (X1)

| ITEM | No | Pernyataan | SS | S | CS | TS | STS |
|---|----|--|----|---|----|----|-----|
| | | | 5 | 4 | 3 | 2 | 1 |
| Beban waktu (<i>time load</i>) | 1 | Saya merasa tenggat waktu yang ditentukan dalam menyelesaikan pekerjaan terlalu singkat dan tidak sesuai dengan banyaknya tugas. | | | | | |
| Beban usaha mental (<i>mental effort load</i>) | 2 | Tugas yang saya kerjakan memerlukan perhatian dan fokus tinggi. | | | | | |
| Beban tekanan psikologis (<i>psychological stress load</i>) | 3 | Saya merasa pekerjaan saya memiliki risiko tinggi terhadap stres. | | | | | |

Variabel Stres Kerja (X2)

| ITEM | No | Pernyataan | SS | S | CS | TS | STS |
|----------------|----|---|----|---|----|----|-----|
| | | | 5 | 4 | 3 | 2 | 1 |
| Tuntutan Tugas | 1 | Beban tugas mengajar, pemasaran, dan administrasi membuat pekerjaan saya terasa semakin berat. | | | | | |
| Tuntutan Peran | 2 | Tuntutan untuk menjalankan beberapa peran sekaligus (mengajar, pemasaran, dan administrasi) membuat saya merasa tertekan. | | | | | |

| ITEM | No | Pernyataan | SS | S | CS | TS | STS |
|-------------------------|----|---|----|---|----|----|-----|
| | | | 5 | 4 | 3 | 2 | 1 |
| Tuntutan antar pribadi | 3 | Ketegangan dengan rekan kerja seperti pendapat yang berbeda, ekspektasi pekerjaan yang tidak terpenuhi, dan interaksi sosial yang kurang harmonis mempengaruhi kenyamanan saya dalam bekerja. | | | | | |
| Struktur organisasi | 4 | Banyaknya tugas yang dibebankan tidak disertai dengan kejelasan wewenang. | | | | | |
| Kepemimpinan organisasi | 5 | Gaya kepemimpinan yang dijalankan atasan mempengaruhi kenyamanan saya dalam bekerja. | | | | | |

Variabel *Work Family Conflict* (X3)

| ITEM | No | Pernyataan | SS | S | CS | TS | STS |
|---|----|--|----|---|----|----|-----|
| | | | 5 | 4 | 3 | 2 | 1 |
| <i>Time Based Conflict</i> (Konflik berdasarkan waktu) | 1 | Tugas-tugas pekerjaan saya membuat saya memiliki waktu yang terbatas untuk keluarga. | | | | | |
| <i>Strain Based Conflict</i> (Konflik berdasarkan tekanan) | 2 | Ketegangan yang saya alami di tempat kerja mempengaruhi perilaku saya terhadap keluarga. | | | | | |
| <i>Behavior Based Conflict</i> (Konflik berdasarkan perilaku) | 3 | Perilaku yang harus saya tampilkan dalam pekerjaan (bersikap tegas dan berorientasi pada aturan) membuat saya sulit bersikap sesuai yang diharapkan keluarga atau lingkungan sosial. | | | | | |

Lampiran 2. Daftar Pertanyaan Wawancara

| No | Variabel | Pertanyaan Wawancara | Tanggapan Responden |
|----|-----------------------------|--|---------------------|
| 1. | Pembuka | Sudah berapa lama Anda bekerja di Lembaga ini? | |
| | | Apa posisi/jabatan dan tanggung jawab utama Anda saat ini? | |
| 2. | Beban Kerja | Bagaimana Anda menilai jumlah pekerjaan yang harus diselesaikan setiap hari? | |
| | | Apakah tugas yang diberikan sesuai dengan waktu dan kemampuan Anda? | |
| | | Apakah Anda sering bekerja di luar jam kerja yang telah ditentukan? | |
| 3. | Stres Kerja | Apakah Anda pernah merasa stres atau tertekan selama bekerja di sini? | |
| | | Faktor apa yang paling sering menyebabkan stres kerja Anda? | |
| | | Bagaimana stres kerja memengaruhi kinerja dan motivasi Anda? | |
| 4. | <i>Work-Family Conflict</i> | Apakah tuntutan pekerjaan pernah mengganggu waktu atau peran Anda dalam keluarga? | |
| | | Bagaimana Anda membagi waktu antara pekerjaan dan keluarga? | |
| 5. | <i>Turnover Intention</i> | Apakah Anda pernah berpikir untuk keluar atau mencari pekerjaan lain? | |
| | | Faktor apa yang paling memengaruhi keinginan tersebut? | |
| 6. | Penutup | Menurut anda, apa yang perlu diperbaiki agar karyawan merasa nyaman dan betah bekerja di sini? | |

Lampiran 3. Hasil Uji Validitas

| Correlation | | R01 | R02 | R03 | R04 | R05 | R06 | R07 | R08 | R09 | R10 | R11 | R12 | R13 | R14 | R15 | R16 | R17 | R18 | R19 | R20 | R21 | R22 | R23 | R24 | R25 | R26 | R27 | R28 | TOTAL | |
|-------------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|
| Y1.1 | Pearson Correlation | 1 | .603 | .258 | .644 | .566 | .0285 | .741 | .547 | .0344 | .0280 | .575 | .662 | .530 | .463 | .409 | .0202 | .361 | .484 | .458 | .620 | .623 | .725 | .612 | .415 | .356 | .504 | .373 | .352 | .751 | |
| | Sig. (2-tailed) | | 0,000 | 0,154 | 0,000 | 0,001 | 0,114 | 0,000 | 0,001 | 0,054 | 0,121 | 0,001 | 0,000 | 0,002 | 0,008 | 0,020 | 0,268 | 0,043 | 0,005 | 0,008 | 0,000 | 0,000 | 0,000 | 0,000 | 0,018 | 0,045 | 0,003 | 0,035 | 0,048 | 0,000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y1.2 | Pearson Correlation | .603 | 1 | .367 | .364 | .682 | .497 | .481 | .381 | 0,263 | 0,077 | .520 | .536 | .812 | .603 | .504 | 0,281 | 0,318 | .405 | .537 | .474 | .453 | .736 | .654 | .556 | .524 | .388 | .600 | .560 | .757 | |
| | Sig. (2-tailed) | 0,000 | | 0,039 | 0,040 | 0,000 | 0,004 | 0,005 | 0,031 | 0,146 | 0,677 | 0,002 | 0,002 | 0,000 | 0,000 | 0,003 | 0,119 | 0,076 | 0,021 | 0,002 | 0,006 | 0,009 | 0,000 | 0,000 | 0,001 | 0,002 | 0,028 | 0,000 | 0,001 | 0,000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y1.3 | Pearson Correlation | 0,258 | .367 | 1 | 0,311 | 0,285 | 0,273 | .374 | 0,191 | 0,110 | 0,063 | .427 | .371 | .359 | .443 | .413 | 0,241 | 0,047 | 0,033 | .392 | 0,313 | .494 | .393 | .558 | .483 | .440 | .482 | 0,213 | .376 | .509 | |
| | Sig. (2-tailed) | 0,154 | 0,039 | | 0,084 | 0,113 | 0,131 | 0,035 | 0,296 | 0,547 | 0,733 | 0,015 | 0,037 | 0,043 | 0,011 | 0,019 | 0,184 | 0,800 | 0,858 | 0,027 | 0,081 | 0,004 | 0,026 | 0,001 | 0,005 | 0,012 | 0,005 | 0,242 | 0,034 | 0,003 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y1.4 | Pearson Correlation | .644 | .364 | 0,311 | 1 | .397 | .380 | .520 | .350 | 0,300 | 0,269 | .383 | .516 | .393 | .416 | 0,323 | 0,130 | 0,065 | 0,242 | .385 | .383 | .498 | .482 | .381 | 0,261 | 0,283 | 0,335 | .354 | .370 | .570 | |
| | Sig. (2-tailed) | 0,000 | 0,040 | 0,084 | | 0,025 | 0,032 | 0,002 | 0,050 | 0,095 | 0,137 | 0,031 | 0,003 | 0,026 | 0,018 | 0,071 | 0,478 | 0,725 | 0,183 | 0,029 | 0,031 | 0,004 | 0,005 | 0,032 | 0,149 | 0,117 | 0,061 | 0,047 | 0,037 | 0,001 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y1.5 | Pearson Correlation | .566 | .682 | 0,285 | .397 | 1 | .566 | .421 | 0,278 | 0,241 | 0,036 | 0,301 | .357 | .524 | .373 | 0,307 | 0,187 | .369 | .375 | .441 | 0,301 | .409 | .524 | .502 | .473 | .363 | 0,285 | .430 | 0,293 | .595 | |
| | Sig. (2-tailed) | 0,001 | 0,000 | 0,113 | 0,025 | | 0,001 | 0,016 | 0,124 | 0,184 | 0,847 | 0,094 | 0,045 | 0,002 | 0,036 | 0,087 | 0,305 | 0,037 | 0,035 | 0,012 | 0,094 | 0,020 | 0,002 | 0,003 | 0,006 | 0,041 | 0,113 | 0,014 | 0,103 | 0,000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y1.6 | Pearson Correlation | 0,285 | .497 | 0,273 | .380 | .566 | 1 | 0,230 | 0,230 | 0,246 | 0,269 | .444 | 0,326 | .494 | .477 | 0,199 | 0,103 | 0,207 | 0,337 | 0,094 | 0,148 | 0,238 | .373 | .445 | .419 | 0,289 | 0,219 | 0,303 | 0,320 | .491 | |
| | Sig. (2-tailed) | 0,114 | 0,004 | 0,131 | 0,032 | 0,001 | | 0,205 | 0,205 | 0,174 | 0,136 | 0,011 | 0,068 | 0,004 | 0,006 | 0,274 | 0,576 | 0,256 | 0,060 | 0,610 | 0,419 | 0,189 | 0,035 | 0,011 | 0,017 | 0,109 | 0,228 | 0,092 | 0,074 | 0,004 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X1.1 | Pearson Correlation | .741 | .481 | .374 | .520 | .421 | 0,230 | 1 | .713 | .359 | .389 | .603 | .702 | .621 | .499 | .528 | 0,282 | .415 | .554 | .528 | .603 | .539 | .680 | .593 | .379 | .374 | .455 | 0,344 | 0,333 | .772 | |
| | Sig. (2-tailed) | 0,000 | 0,005 | 0,035 | 0,002 | 0,016 | 0,205 | | 0,000 | 0,043 | 0,028 | 0,000 | 0,000 | 0,000 | 0,004 | 0,002 | 0,118 | 0,018 | 0,001 | 0,002 | 0,000 | 0,001 | 0,000 | 0,032 | 0,035 | 0,009 | 0,054 | 0,062 | 0,000 | | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X1.2 | Pearson Correlation | .547 | .381 | 0,191 | .350 | 0,278 | 0,230 | .713 | 1 | 0,310 | 0,346 | .514 | .666 | .576 | .451 | .645 | 0,282 | .468 | .554 | 0,302 | .514 | .476 | .515 | .490 | 0,253 | .374 | .496 | 0,344 | .420 | .694 | |
| | Sig. (2-tailed) | 0,001 | 0,031 | 0,296 | 0,050 | 0,124 | 0,205 | 0,000 | | 0,084 | 0,053 | 0,003 | 0,000 | 0,001 | 0,010 | 0,000 | 0,118 | 0,007 | 0,001 | 0,093 | 0,003 | 0,006 | 0,003 | 0,004 | 0,163 | 0,035 | 0,004 | 0,054 | 0,017 | 0,000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X1.3 | Pearson Correlation | 0,344 | 0,263 | 0,110 | 0,300 | 0,241 | 0,246 | .359 | 0,310 | 1 | .692 | 0,185 | 0,173 | 0,257 | 0,194 | 0,191 | 0,058 | 0,268 | 0,268 | 0,146 | 0,092 | 0,240 | 0,242 | 0,107 | 0,196 | 0,162 | 0,300 | 0,120 | - | .375 | |
| | Sig. (2-tailed) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

| Correlation | | R01 | R02 | R03 | R04 | R05 | R06 | R07 | R08 | R09 | R10 | R11 | R12 | R13 | R14 | R15 | R16 | R17 | R18 | R19 | R20 | R21 | R22 | R23 | R24 | R25 | R26 | R27 | R28 | TOTAL | |
|-------------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| X1.4 | Sig. (2-tailed) | 0,054 | 0,146 | 0,547 | 0,095 | 0,184 | 0,174 | 0,043 | 0,084 | | 0,000 | 0,311 | 0,344 | 0,156 | 0,287 | 0,296 | 0,754 | 0,138 | 0,138 | 0,425 | 0,615 | 0,186 | 0,183 | 0,561 | 0,282 | 0,375 | 0,096 | 0,514 | 0,831 | 0,034 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | |
| | Pearson Correlation | 0,280 | 0,077 | 0,063 | 0,269 | 0,036 | 0,269 | .389 | 0,346 | .692 | 1 | 0,266 | 0,246 | 0,196 | 0,191 | 0,164 | 0,213 | 0,137 | .356 | 0,153 | 0,184 | 0,260 | 0,120 | - | 0,024 | 0,058 | 0,300 | 0,305 | 0,137 | 0,107 | .372 |
| X1.5 | Sig. (2-tailed) | 0,121 | 0,677 | 0,733 | 0,137 | 0,847 | 0,136 | 0,028 | 0,053 | 0,000 | | 0,141 | 0,175 | 0,281 | 0,295 | 0,369 | 0,242 | 0,455 | 0,046 | 0,404 | 0,313 | 0,151 | 0,515 | 0,898 | 0,753 | 0,095 | 0,090 | 0,456 | 0,561 | 0,036 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | |
| | Pearson Correlation | .575 | .520 | .427 | .383 | 0,301 | .444 | .603 | .514 | 0,185 | 0,266 | 1 | .783 | .758 | .801 | .597 | .567 | 0,285 | .483 | .558 | .708 | .552 | .692 | .722 | .471 | .466 | .540 | .352 | .536 | .818 | |
| X1.6 | Sig. (2-tailed) | 0,001 | 0,002 | 0,015 | 0,031 | 0,094 | 0,011 | 0,000 | 0,003 | 0,311 | 0,141 | | 0,000 | 0,000 | 0,000 | 0,000 | 0,001 | 0,114 | 0,005 | 0,001 | 0,000 | 0,001 | 0,000 | 0,006 | 0,007 | 0,001 | 0,048 | 0,002 | 0,000 | | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | |
| | Pearson Correlation | .662 | .536 | .371 | .516 | .357 | 0,326 | .702 | .666 | 0,173 | 0,246 | .783 | 1 | .711 | .735 | .784 | .387 | 0,237 | .412 | .523 | .648 | .589 | .567 | .593 | .357 | 0,264 | .493 | 0,240 | .436 | .783 | |
| X2.1 | Sig. (2-tailed) | 0,000 | 0,002 | 0,037 | 0,003 | 0,045 | 0,068 | 0,000 | 0,000 | 0,344 | 0,175 | 0,000 | | 0,000 | 0,000 | 0,000 | 0,029 | 0,192 | 0,019 | 0,002 | 0,000 | 0,000 | 0,001 | 0,000 | 0,045 | 0,145 | 0,004 | 0,186 | 0,013 | 0,000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | |
| | Pearson Correlation | .530 | .812 | .359 | .393 | .524 | .494 | .621 | .576 | 0,257 | 0,196 | .758 | .711 | 1 | .804 | .740 | .532 | .382 | .537 | .697 | .674 | .475 | .764 | .632 | .476 | .574 | .436 | .556 | .710 | .879 | |
| X2.2 | Sig. (2-tailed) | 0,008 | 0,000 | 0,011 | 0,018 | 0,036 | 0,006 | 0,004 | 0,010 | 0,287 | 0,295 | 0,000 | | 0,000 | 0,000 | 0,000 | 0,000 | 0,274 | 0,128 | 0,000 | 0,000 | 0,000 | 0,000 | 0,001 | 0,045 | 0,008 | 0,006 | 0,001 | 0,000 | | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | |
| | Pearson Correlation | .463 | .603 | .443 | .416 | .373 | .477 | .499 | .451 | 0,194 | 0,191 | .801 | .735 | .804 | 1 | .722 | .603 | 0,200 | 0,275 | .595 | .620 | .623 | .614 | .612 | .542 | .356 | .463 | .472 | .571 | .793 | |
| X2.3 | Sig. (2-tailed) | 0,020 | 0,003 | 0,019 | 0,071 | 0,087 | 0,274 | 0,002 | 0,000 | 0,296 | 0,369 | 0,000 | | 0,000 | 0,000 | 0,000 | 0,003 | 0,056 | 0,088 | 0,000 | 0,000 | 0,001 | 0,004 | 0,005 | 0,158 | 0,109 | 0,001 | 0,092 | 0,012 | 0,000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | |
| | Pearson Correlation | .409 | .504 | .413 | 0,323 | 0,307 | 0,199 | .528 | .645 | 0,191 | 0,164 | .597 | .784 | .740 | .722 | 1 | .504 | 0,341 | 0,306 | .606 | .669 | .559 | .495 | .480 | 0,256 | 0,289 | .562 | 0,303 | .441 | .733 | |
| X2.4 | Sig. (2-tailed) | 0,268 | 0,119 | 0,184 | 0,478 | 0,305 | 0,576 | 0,118 | 0,118 | 0,754 | 0,242 | 0,001 | | 0,029 | 0,002 | 0,000 | 0,003 | | 0,146 | 0,010 | 0,000 | 0,001 | 0,074 | 0,025 | 0,211 | 0,015 | 0,006 | 0,460 | 0,024 | 0,001 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | |
| | Pearson Correlation | 0,202 | 0,281 | 0,241 | 0,130 | 0,187 | 0,103 | 0,282 | 0,282 | 0,058 | 0,213 | .567 | .387 | .532 | .603 | .504 | 1 | 0,263 | .448 | .630 | .567 | 0,321 | .395 | 0,227 | .425 | .476 | 0,136 | .398 | .560 | .568 | |
| X2.5 | Sig. (2-tailed) | 0,043 | 0,076 | 0,800 | 0,725 | 0,037 | 0,256 | 0,018 | 0,007 | 0,138 | 0,455 | 0,114 | | 0,192 | 0,031 | 0,274 | 0,056 | 0,146 | | 0,000 | 0,447 | 0,030 | 0,082 | 0,008 | 0,066 | 0,338 | 0,094 | 0,042 | 0,254 | 0,319 | 0,006 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | |
| | Pearson Correlation | .361 | 0,318 | 0,047 | 0,065 | .369 | 0,207 | .415 | .466 | 0,268 | 0,137 | 0,285 | 0,237 | .382 | 0,200 | 0,341 | 0,263 | 1 | .647 | 0,139 | .384 | 0,312 | .461 | 0,329 | 0,175 | 0,301 | .362 | 0,208 | 0,182 | .478 | |
| X2.6 | Sig. (2-tailed) | .484 | .405 | 0,033 | 0,242 | .375 | 0,337 | .554 | .554 | 0,268 | .356 | .483 | | .412 | .537 | 0,275 | 0,306 | .448 | .647 | | .369 | .406 | 0,121 | .565 | 0,335 | 0,219 | .535 | 0,209 | 0,224 | .392 | .606 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | |
| | Pearson Correlation | .484 | .405 | 0,033 | 0,242 | .375 | 0,337 | .554 | .554 | 0,268 | .356 | .483 | | .412 | .537 | 0,275 | 0,306 | .448 | .647 | | .369 | .406 | 0,121 | .565 | 0,335 | 0,219 | .535 | 0,209 | 0,224 | .392 | .606 |

| Correlation | | R01 | R02 | R03 | R04 | R05 | R06 | R07 | R08 | R09 | R10 | R11 | R12 | R13 | R14 | R15 | R16 | R17 | R18 | R19 | R20 | R21 | R22 | R23 | R24 | R25 | R26 | R27 | R28 | TOTAL |
|-------------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | Sig. (2-tailed) | 0,005 | 0,021 | 0,858 | 0,183 | 0,035 | 0,060 | 0,001 | 0,001 | 0,138 | 0,046 | 0,005 | 0,019 | 0,002 | 0,128 | 0,088 | 0,010 | 0,000 | | 0,038 | 0,021 | 0,509 | 0,001 | 0,061 | 0,229 | 0,002 | 0,251 | 0,218 | 0,027 | 0,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| | Pearson Correlation | .458 | .537 | .392 | .385 | .441 | 0,094 | .528 | 0,302 | 0,146 | 0,153 | .558 | .523 | .697 | .595 | .606 | .630 | 0,139 | .369 | 1 | .685 | .473 | .618 | .499 | .387 | .478 | .354 | .501 | .551 | .712 |
| X2.7 | Sig. (2-tailed) | 0,008 | 0,002 | 0,027 | 0,029 | 0,012 | 0,061 | 0,002 | 0,093 | 0,425 | 0,404 | 0,001 | 0,002 | 0,000 | 0,000 | 0,000 | 0,000 | 0,447 | 0,038 | | 0,000 | 0,006 | 0,000 | 0,004 | 0,029 | 0,006 | 0,047 | 0,004 | 0,001 | 0,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| | Pearson Correlation | .620 | .474 | 0,313 | .383 | 0,301 | 0,148 | .603 | .514 | 0,092 | 0,184 | .708 | .648 | .674 | .620 | .669 | .567 | .384 | .406 | .685 | 1 | .552 | .743 | .625 | .412 | .466 | .578 | .533 | .617 | .791 |
| X2.8 | Sig. (2-tailed) | 0,000 | 0,006 | 0,081 | 0,031 | 0,094 | 0,419 | 0,000 | 0,003 | 0,615 | 0,313 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,001 | 0,030 | 0,021 | 0,000 | | 0,001 | 0,000 | 0,000 | 0,019 | 0,007 | 0,001 | 0,002 | 0,000 | 0,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| | Pearson Correlation | .623 | .453 | .494 | .498 | .409 | 0,238 | .539 | .476 | 0,240 | 0,260 | .552 | .589 | .475 | .623 | .559 | 0,321 | 0,312 | 0,121 | .473 | .552 | 1 | .637 | .637 | .464 | .374 | .629 | 0,327 | 0,338 | .702 |
| X2.9 | Sig. (2-tailed) | 0,000 | 0,009 | 0,004 | 0,004 | 0,020 | 0,189 | 0,001 | 0,006 | 0,186 | 0,151 | 0,001 | 0,000 | 0,006 | 0,000 | 0,001 | 0,074 | 0,082 | 0,509 | 0,006 | 0,001 | | 0,000 | 0,008 | 0,035 | 0,000 | 0,068 | 0,058 | 0,000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| | Pearson Correlation | .725 | .736 | .393 | .482 | .524 | .373 | .680 | .515 | 0,242 | 0,120 | .692 | .567 | .764 | .614 | .495 | .395 | .461 | .565 | .618 | .743 | .637 | 1 | .799 | .507 | .629 | .487 | .492 | .594 | .848 |
| X2.10 | Sig. (2-tailed) | 0,000 | 0,000 | 0,026 | 0,005 | 0,002 | 0,035 | 0,000 | 0,003 | 0,183 | 0,515 | 0,000 | 0,001 | 0,000 | 0,000 | 0,004 | 0,025 | 0,008 | 0,001 | 0,000 | 0,000 | | 0,000 | 0,003 | 0,000 | 0,005 | 0,004 | 0,000 | 0,000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| | Pearson Correlation | .612 | .654 | .558 | .381 | .502 | .445 | .593 | .490 | 0,107 | 0,024 | .722 | .593 | .632 | .612 | .480 | 0,227 | 0,329 | 0,335 | .499 | .625 | .637 | .799 | 1 | .680 | .438 | .624 | .406 | .432 | .764 |
| X3.1 | Sig. (2-tailed) | 0,000 | 0,000 | 0,001 | 0,032 | 0,003 | 0,011 | 0,000 | 0,004 | 0,561 | 0,898 | 0,000 | 0,000 | 0,000 | 0,000 | 0,005 | 0,211 | 0,066 | 0,061 | 0,004 | 0,000 | 0,000 | | 0,000 | 0,012 | 0,000 | 0,021 | 0,014 | 0,000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| | Pearson Correlation | .415 | .556 | .483 | 0,261 | .473 | .419 | .379 | 0,253 | 0,196 | 0,058 | .471 | .357 | .476 | .542 | 0,256 | .425 | 0,175 | 0,219 | .387 | .412 | .464 | .507 | .680 | 1 | 0,337 | 0,241 | .481 | .429 | .591 |
| X3.2 | Sig. (2-tailed) | 0,018 | 0,001 | 0,005 | 0,149 | 0,006 | 0,017 | 0,032 | 0,163 | 0,282 | 0,753 | 0,006 | 0,045 | 0,006 | 0,001 | 0,158 | 0,015 | 0,338 | 0,229 | 0,029 | 0,019 | 0,008 | 0,003 | 0,000 | | 0,059 | 0,183 | 0,005 | 0,014 | 0,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| | Pearson Correlation | .356 | .524 | .440 | 0,283 | .363 | 0,289 | .374 | .374 | 0,162 | 0,300 | .466 | 0,264 | .574 | .356 | 0,289 | .476 | 0,301 | .535 | .478 | .466 | .374 | .629 | .438 | 0,337 | 1 | .519 | .529 | .753 | .659 |
| X3.3 | Sig. (2-tailed) | 0,045 | 0,002 | 0,012 | 0,117 | 0,041 | 0,109 | 0,035 | 0,035 | 0,375 | 0,095 | 0,007 | 0,145 | 0,001 | 0,045 | 0,109 | 0,006 | 0,094 | 0,002 | 0,006 | 0,007 | 0,035 | 0,000 | 0,012 | 0,059 | | 0,002 | 0,002 | 0,000 | 0,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| | Pearson Correlation | .504 | .388 | .482 | 0,335 | 0,285 | 0,219 | .455 | .496 | 0,300 | 0,305 | .540 | .493 | .436 | .463 | .562 | 0,136 | .362 | 0,209 | .354 | .578 | .629 | .487 | .624 | 0,241 | .519 | 1 | 0,337 | 0,303 | .653 |
| X3.4 | Sig. (2-tailed) | 0,003 | 0,028 | 0,005 | 0,061 | 0,113 | 0,228 | 0,009 | 0,004 | 0,096 | 0,090 | 0,001 | 0,004 | 0,013 | 0,008 | 0,001 | 0,460 | 0,042 | 0,251 | 0,047 | 0,001 | 0,000 | 0,005 | 0,000 | 0,183 | 0,002 | | 0,059 | 0,092 | 0,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| | Pearson Correlation | .373 | .600 | 0,213 | .354 | .430 | 0,303 | 0,344 | 0,344 | 0,120 | 0,137 | .352 | 0,240 | .556 | .472 | 0,303 | .398 | 0,208 | 0,224 | .501 | .533 | 0,327 | .492 | .406 | .481 | .529 | 0,337 | 1 | .701 | .602 |
| X3.5 | Sig. (2-tailed) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | N | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Pearson Correlation | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Correlation | | R01 | R02 | R03 | R04 | R05 | R06 | R07 | R08 | R09 | R10 | R11 | R12 | R13 | R14 | R15 | R16 | R17 | R18 | R19 | R20 | R21 | R22 | R23 | R24 | R25 | R26 | R27 | R28 | TOTAL |
|--|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | Sig. (2-tailed) | 0,035 | 0,000 | 0,242 | 0,047 | 0,014 | 0,092 | 0,054 | 0,054 | 0,514 | 0,456 | 0,048 | 0,186 | 0,001 | 0,006 | 0,092 | 0,024 | 0,254 | 0,218 | 0,004 | 0,002 | 0,068 | 0,004 | 0,021 | 0,005 | 0,002 | 0,059 | | 0,000 | 0,000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X3.6 | Pearson Correlation | .352* | .560* | .376* | .370* | .293 | .320 | .333 | .420* | -.0039 | 0,107 | .536* | .436* | .710* | .571* | .441* | .560* | 0,182 | .392* | .551* | .617* | 0,338 | .594* | .432* | .429* | .753* | 0,303 | .701* | 1 | .683* |
| | Sig. (2-tailed) | 0,048 | 0,001 | 0,034 | 0,037 | 0,103 | 0,074 | 0,062 | 0,017 | 0,831 | 0,561 | 0,002 | 0,013 | 0,000 | 0,001 | 0,012 | 0,001 | 0,319 | 0,027 | 0,001 | 0,000 | 0,058 | 0,000 | 0,014 | 0,014 | 0,000 | 0,092 | 0,000 | 0,000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| TOTAL | Pearson Correlation | .751* | .757* | .509* | .570* | .595* | .491* | .772* | .694* | .375* | .372* | .818* | .783* | .879* | .793* | .733* | .568* | .478* | .606* | .712* | .791* | .702* | .848* | .764* | .591* | .659* | .653* | .602* | .683* | 1 |
| | Sig. (2-tailed) | 0,000 | 0,000 | 0,003 | 0,001 | 0,000 | 0,004 | 0,000 | 0,000 | 0,034 | 0,036 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,001 | 0,006 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |



Lampiran 4. Hasil Uji Reliabilitas

| <i>Reliability Statistics</i> | |
|-------------------------------|-------------------|
| <i>Cronbach's Alpha</i> | <i>N of Items</i> |
| .952 | 28 |

Item-Total Statistics

| | <i>Scale Mean if Item Deleted</i> | <i>Scale Variance if Item Deleted</i> | <i>Corrected Item-Total Correlation</i> | <i>Cronbach's Alpha if Item Deleted</i> |
|-------|-----------------------------------|---------------------------------------|---|---|
| Y1.1 | 113,2813 | 215,047 | 0,727 | 0,950 |
| Y1.2 | 113,3438 | 215,330 | 0,734 | 0,950 |
| Y1.3 | 113,2500 | 223,419 | 0,477 | 0,952 |
| Y1.4 | 113,5938 | 221,410 | 0,538 | 0,952 |
| Y1.5 | 113,5313 | 218,773 | 0,558 | 0,951 |
| Y1.6 | 113,5000 | 224,129 | 0,460 | 0,952 |
| X1.1 | 113,3750 | 214,371 | 0,748 | 0,950 |
| X1.2 | 113,3750 | 216,306 | 0,665 | 0,950 |
| X1.3 | 113,4375 | 224,577 | 0,329 | 0,953 |
| X1.4 | 113,3750 | 223,661 | 0,320 | 0,954 |
| X1.5 | 113,3125 | 211,835 | 0,797 | 0,949 |
| X1.6 | 113,4688 | 208,193 | 0,753 | 0,950 |
| X2.1 | 113,1875 | 210,415 | 0,865 | 0,948 |
| X2.2 | 113,2813 | 214,015 | 0,772 | 0,949 |
| X2.3 | 113,5000 | 211,355 | 0,700 | 0,950 |
| X2.4 | 113,3438 | 219,910 | 0,531 | 0,952 |
| X2.5 | 113,5313 | 222,773 | 0,440 | 0,952 |
| X2.6 | 113,6250 | 216,371 | 0,565 | 0,952 |
| X2.7 | 113,3438 | 214,878 | 0,682 | 0,950 |
| X2.8 | 113,3125 | 212,544 | 0,768 | 0,949 |
| X2.9 | 112,9688 | 220,225 | 0,681 | 0,951 |
| X2.10 | 113,1250 | 215,016 | 0,834 | 0,949 |
| X3.1 | 113,3125 | 215,835 | 0,742 | 0,950 |
| X3.2 | 113,0625 | 222,190 | 0,563 | 0,951 |
| X3.3 | 113,4063 | 216,701 | 0,626 | 0,951 |
| X3.4 | 113,5938 | 214,701 | 0,614 | 0,951 |
| X3.5 | 113,4063 | 218,830 | 0,567 | 0,951 |
| X3.6 | 113,3438 | 214,943 | 0,650 | 0,951 |

Lampiran 5. Tabulasi Kuesioner

A. Variabel *Turnover Intention*

| No | Responden | Butir Soal | | | Total |
|----|-----------|------------|---|---|-------|
| | | 1 | 2 | 3 | |
| 1 | R01 | 5 | 5 | 3 | 13 |
| 2 | R02 | 5 | 5 | 3 | 13 |
| 3 | R03 | 5 | 5 | 5 | 15 |
| 4 | R04 | 5 | 3 | 3 | 11 |
| 5 | R05 | 5 | 3 | 5 | 13 |
| 6 | R06 | 5 | 3 | 5 | 13 |
| 7 | R07 | 5 | 3 | 5 | 13 |
| 8 | R08 | 3 | 5 | 5 | 13 |
| 9 | R09 | 5 | 5 | 5 | 15 |
| 10 | R10 | 3 | 3 | 3 | 9 |
| 11 | R11 | 3 | 5 | 3 | 11 |
| 12 | R12 | 3 | 3 | 3 | 9 |
| 13 | R13 | 3 | 3 | 3 | 9 |
| 14 | R14 | 5 | 3 | 5 | 13 |
| 15 | R15 | 3 | 3 | 3 | 9 |
| 16 | R16 | 3 | 3 | 3 | 9 |
| 17 | R17 | 3 | 3 | 3 | 9 |
| 18 | R18 | 3 | 3 | 3 | 9 |
| 19 | R19 | 3 | 5 | 5 | 13 |
| 20 | R20 | 3 | 5 | 3 | 11 |
| 21 | R21 | 3 | 5 | 3 | 11 |
| 22 | R22 | 3 | 3 | 3 | 9 |
| 23 | R23 | 5 | 3 | 3 | 11 |
| 24 | R24 | 3 | 5 | 3 | 11 |
| 25 | R25 | 3 | 3 | 3 | 9 |
| 26 | R26 | 5 | 3 | 3 | 11 |
| 27 | R27 | 5 | 3 | 5 | 13 |
| 28 | R28 | 5 | 5 | 5 | 15 |
| 29 | R29 | 2 | 3 | 2 | 7 |
| 30 | R30 | 5 | 5 | 3 | 13 |
| 31 | R31 | 3 | 3 | 3 | 9 |
| 32 | R32 | 5 | 5 | 3 | 13 |
| 33 | R33 | 3 | 3 | 5 | 11 |
| 34 | R34 | 4 | 5 | 3 | 12 |
| 35 | R35 | 3 | 3 | 3 | 9 |
| 36 | R36 | 3 | 3 | 3 | 9 |
| 37 | R37 | 4 | 4 | 3 | 11 |
| 38 | R38 | 4 | 4 | 4 | 12 |
| 39 | R39 | 4 | 4 | 4 | 12 |
| 40 | R40 | 4 | 5 | 5 | 14 |

| No | Responden | Butir Soal | | | Total |
|-----------|-----------|------------|------|------|-------|
| | | 1 | 2 | 3 | |
| 41 | R41 | 3 | 2 | 4 | 9 |
| 42 | R42 | 3 | 4 | 5 | 12 |
| 43 | R43 | 3 | 3 | 3 | 9 |
| 44 | R44 | 5 | 5 | 4 | 14 |
| 45 | R45 | 3 | 3 | 3 | 9 |
| 46 | R46 | 4 | 4 | 4 | 12 |
| 47 | R47 | 5 | 5 | 4 | 14 |
| 48 | R48 | 5 | 5 | 5 | 15 |
| 49 | R49 | 5 | 5 | 5 | 15 |
| 50 | R50 | 5 | 5 | 5 | 15 |
| 51 | R51 | 3 | 3 | 5 | 11 |
| 52 | R52 | 4 | 4 | 5 | 13 |
| RATA-RATA | | 3,88 | 3,87 | 3,79 | 11,54 |

B. Variabel Beban Kerja

| No | Responden | Butir Soal | | | Total |
|----|-----------|------------|---|---|-------|
| | | 1 | 2 | 3 | |
| 1 | R01 | 5 | 5 | 5 | 15 |
| 2 | R02 | 3 | 5 | 5 | 13 |
| 3 | R03 | 3 | 5 | 5 | 13 |
| 4 | R04 | 3 | 5 | 3 | 11 |
| 5 | R05 | 5 | 5 | 5 | 15 |
| 6 | R06 | 3 | 5 | 5 | 13 |
| 7 | R07 | 5 | 5 | 3 | 13 |
| 8 | R08 | 3 | 3 | 3 | 9 |
| 9 | R09 | 5 | 3 | 3 | 11 |
| 10 | R10 | 3 | 3 | 5 | 11 |
| 11 | R11 | 5 | 3 | 3 | 11 |
| 12 | R12 | 3 | 3 | 3 | 9 |
| 13 | R13 | 3 | 3 | 3 | 9 |
| 14 | R14 | 3 | 3 | 5 | 11 |
| 15 | R15 | 5 | 5 | 5 | 15 |
| 16 | R16 | 3 | 3 | 2 | 8 |
| 17 | R17 | 3 | 3 | 3 | 9 |
| 18 | R18 | 3 | 3 | 3 | 9 |
| 19 | R19 | 3 | 3 | 3 | 9 |
| 20 | R20 | 3 | 3 | 3 | 9 |
| 21 | R21 | 3 | 5 | 5 | 13 |
| 22 | R22 | 3 | 3 | 3 | 9 |
| 23 | R23 | 5 | 3 | 5 | 13 |
| 24 | R24 | 5 | 3 | 5 | 13 |
| 25 | R25 | 3 | 5 | 3 | 11 |

| No | Responden | Butir Soal | | | Total |
|-----------|-----------|------------|------|------|-------|
| | | 1 | 2 | 3 | |
| 26 | R26 | 5 | 5 | 3 | 13 |
| 27 | R27 | 5 | 3 | 3 | 11 |
| 28 | R28 | 5 | 5 | 5 | 15 |
| 29 | R29 | 2 | 3 | 2 | 7 |
| 30 | R30 | 5 | 3 | 5 | 13 |
| 31 | R31 | 3 | 3 | 5 | 11 |
| 32 | R32 | 5 | 3 | 5 | 13 |
| 33 | R33 | 5 | 5 | 5 | 15 |
| 34 | R34 | 4 | 5 | 5 | 14 |
| 35 | R35 | 4 | 4 | 5 | 13 |
| 36 | R36 | 4 | 5 | 4 | 13 |
| 37 | R37 | 4 | 3 | 3 | 10 |
| 38 | R38 | 4 | 4 | 5 | 13 |
| 39 | R39 | 4 | 4 | 4 | 12 |
| 40 | R40 | 5 | 4 | 4 | 13 |
| 41 | R41 | 4 | 2 | 4 | 10 |
| 42 | R42 | 5 | 5 | 3 | 13 |
| 43 | R43 | 3 | 4 | 4 | 11 |
| 44 | R44 | 4 | 3 | 3 | 10 |
| 45 | R45 | 3 | 3 | 3 | 9 |
| 46 | R46 | 4 | 4 | 4 | 12 |
| 47 | R47 | 4 | 5 | 5 | 14 |
| 48 | R48 | 5 | 4 | 5 | 14 |
| 49 | R49 | 5 | 4 | 5 | 14 |
| 50 | R50 | 5 | 4 | 4 | 13 |
| 51 | R51 | 3 | 4 | 4 | 11 |
| 52 | R52 | 5 | 5 | 5 | 15 |
| RATA-RATA | | 3,94 | 3,87 | 4,00 | 11,81 |

C. Variabel Stres Kerja

| No | Responden | Butir Soal | | | | | Total |
|----|-----------|------------|---|---|---|---|-------|
| | | 1 | 2 | 3 | 4 | 5 | |
| 1 | R01 | 3 | 3 | 5 | 5 | 5 | 15 |
| 2 | R02 | 5 | 5 | 3 | 3 | 5 | 11 |
| 3 | R03 | 5 | 3 | 3 | 3 | 5 | 11 |
| 4 | R04 | 5 | 5 | 3 | 5 | 5 | 13 |
| 5 | R05 | 5 | 3 | 5 | 3 | 5 | 13 |
| 6 | R06 | 5 | 3 | 3 | 5 | 5 | 13 |
| 7 | R07 | 5 | 5 | 5 | 3 | 3 | 11 |
| 8 | R08 | 5 | 5 | 3 | 5 | 5 | 13 |
| 9 | R09 | 3 | 3 | 3 | 5 | 5 | 13 |
| 10 | R10 | 3 | 3 | 3 | 3 | 3 | 9 |

| No | Responden | Butir Soal | | | | | Total |
|-----------|-----------|------------|------|------|------|------|-------|
| | | 1 | 2 | 3 | 4 | 5 | |
| 11 | R11 | 5 | 3 | 3 | 3 | 3 | 9 |
| 12 | R12 | 3 | 3 | 3 | 3 | 5 | 11 |
| 13 | R13 | 3 | 3 | 3 | 3 | 3 | 9 |
| 14 | R14 | 5 | 5 | 5 | 5 | 5 | 15 |
| 15 | R15 | 5 | 5 | 5 | 5 | 5 | 15 |
| 16 | R16 | 2 | 2 | 3 | 2 | 3 | 8 |
| 17 | R17 | 3 | 1 | 3 | 3 | 3 | 9 |
| 18 | R18 | 3 | 3 | 3 | 3 | 3 | 9 |
| 19 | R19 | 5 | 5 | 5 | 5 | 5 | 15 |
| 20 | R20 | 3 | 3 | 3 | 3 | 3 | 9 |
| 21 | R21 | 5 | 5 | 3 | 3 | 3 | 9 |
| 22 | R22 | 3 | 3 | 3 | 3 | 3 | 9 |
| 23 | R23 | 5 | 5 | 3 | 5 | 5 | 13 |
| 24 | R24 | 5 | 5 | 3 | 5 | 5 | 13 |
| 25 | R25 | 3 | 2 | 3 | 3 | 5 | 11 |
| 26 | R26 | 5 | 5 | 5 | 5 | 5 | 15 |
| 27 | R27 | 5 | 5 | 3 | 5 | 5 | 13 |
| 28 | R28 | 3 | 3 | 3 | 5 | 5 | 13 |
| 29 | R29 | 2 | 3 | 2 | 3 | 3 | 8 |
| 30 | R30 | 5 | 3 | 3 | 5 | 5 | 13 |
| 31 | R31 | 3 | 3 | 5 | 3 | 5 | 13 |
| 32 | R32 | 5 | 3 | 3 | 5 | 5 | 13 |
| 33 | R33 | 4 | 5 | 5 | 5 | 5 | 15 |
| 34 | R34 | 5 | 5 | 5 | 5 | 3 | 13 |
| 35 | R35 | 4 | 5 | 2 | 5 | 3 | 10 |
| 36 | R36 | 5 | 4 | 3 | 5 | 5 | 13 |
| 37 | R37 | 5 | 4 | 3 | 3 | 3 | 9 |
| 38 | R38 | 5 | 5 | 5 | 5 | 5 | 15 |
| 39 | R39 | 5 | 5 | 5 | 5 | 5 | 15 |
| 40 | R40 | 3 | 4 | 5 | 5 | 5 | 15 |
| 41 | R41 | 2 | 2 | 5 | 4 | 4 | 13 |
| 42 | R42 | 3 | 4 | 5 | 2 | 4 | 11 |
| 43 | R43 | 3 | 4 | 3 | 3 | 4 | 10 |
| 44 | R44 | 5 | 5 | 5 | 5 | 5 | 15 |
| 45 | R45 | 3 | 3 | 3 | 3 | 3 | 9 |
| 46 | R46 | 4 | 4 | 4 | 4 | 4 | 12 |
| 47 | R47 | 4 | 5 | 5 | 5 | 5 | 15 |
| 48 | R48 | 5 | 5 | 5 | 5 | 5 | 15 |
| 49 | R49 | 5 | 5 | 4 | 4 | 5 | 13 |
| 50 | R50 | 4 | 4 | 4 | 4 | 4 | 12 |
| 51 | R51 | 4 | 4 | 4 | 4 | 4 | 12 |
| 52 | R52 | 5 | 5 | 5 | 5 | 5 | 15 |
| RATA-RATA | | 4,10 | 3,90 | 3,77 | 4,06 | 4,31 | 12,13 |

D. Variabel *Work-Family Conflict*

| No | Responden | Butir Soal | | | Total |
|----|-----------|------------|---|---|-------|
| | | 1 | 2 | 3 | |
| 1 | R01 | 5 | 5 | 3 | 13 |
| 2 | R02 | 3 | 5 | 3 | 11 |
| 3 | R03 | 5 | 5 | 5 | 15 |
| 4 | R04 | 3 | 5 | 5 | 13 |
| 5 | R05 | 5 | 3 | 3 | 11 |
| 6 | R06 | 5 | 3 | 5 | 13 |
| 7 | R07 | 3 | 3 | 5 | 11 |
| 8 | R08 | 3 | 5 | 3 | 11 |
| 9 | R09 | 3 | 3 | 5 | 11 |
| 10 | R10 | 3 | 3 | 3 | 9 |
| 11 | R11 | 3 | 5 | 3 | 11 |
| 12 | R12 | 3 | 3 | 5 | 11 |
| 13 | R13 | 3 | 3 | 3 | 9 |
| 14 | R14 | 5 | 3 | 3 | 11 |
| 15 | R15 | 3 | 3 | 3 | 9 |
| 16 | R16 | 3 | 3 | 3 | 9 |
| 17 | R17 | 3 | 5 | 5 | 13 |
| 18 | R18 | 3 | 3 | 3 | 9 |
| 19 | R19 | 5 | 5 | 5 | 15 |
| 20 | R20 | 3 | 3 | 3 | 9 |
| 21 | R21 | 5 | 3 | 3 | 11 |
| 22 | R22 | 3 | 3 | 3 | 9 |
| 23 | R23 | 5 | 3 | 5 | 13 |
| 24 | R24 | 5 | 3 | 5 | 13 |
| 25 | R25 | 3 | 3 | 3 | 9 |
| 26 | R26 | 3 | 5 | 5 | 13 |
| 27 | R27 | 5 | 5 | 3 | 13 |
| 28 | R28 | 5 | 5 | 3 | 13 |
| 29 | R29 | 2 | 2 | 2 | 6 |
| 30 | R30 | 5 | 3 | 3 | 11 |
| 31 | R31 | 3 | 5 | 3 | 11 |
| 32 | R32 | 5 | 5 | 5 | 15 |
| 33 | R33 | 3 | 3 | 5 | 11 |
| 34 | R34 | 4 | 2 | 2 | 8 |
| 35 | R35 | 4 | 4 | 5 | 13 |
| 36 | R36 | 5 | 5 | 5 | 15 |
| 37 | R37 | 5 | 5 | 5 | 15 |
| 38 | R38 | 4 | 4 | 4 | 12 |
| 39 | R39 | 5 | 5 | 5 | 15 |
| 40 | R40 | 3 | 3 | 4 | 10 |
| 41 | R41 | 4 | 3 | 5 | 12 |
| 42 | R42 | 4 | 2 | 3 | 9 |

| No | Responden | Butir Soal | | | Total |
|-----------|-----------|------------|------|------|-------|
| | | 1 | 2 | 3 | |
| 43 | R43 | 4 | 4 | 3 | 11 |
| 44 | R44 | 3 | 4 | 3 | 10 |
| 45 | R45 | 3 | 3 | 3 | 9 |
| 46 | R46 | 4 | 4 | 4 | 12 |
| 47 | R47 | 5 | 5 | 5 | 15 |
| 48 | R48 | 5 | 4 | 5 | 14 |
| 49 | R49 | 5 | 5 | 5 | 15 |
| 50 | R50 | 5 | 5 | 5 | 15 |
| 51 | R51 | 5 | 5 | 5 | 15 |
| 52 | R52 | 5 | 5 | 5 | 15 |
| RATA-RATA | | 3,96 | 3,87 | 3,94 | 11,77 |

Lampiran 6. Nilai R Tabel

| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
|------------|--|--------|--------|--------|--------|
| | 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| | Tingkat signifikansi untuk uji dua arah | | | | |
| | 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 1 | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| 2 | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| 3 | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| 4 | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| 5 | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| 6 | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| 7 | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| 8 | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| 9 | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| 10 | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| 11 | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| 12 | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| 13 | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| 14 | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| 15 | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| 16 | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| 17 | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| 18 | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| 19 | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| 20 | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| 21 | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| 22 | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| 23 | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |

| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
|------------|--|--------|--------|--------|--------|
| | 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| | Tingkat signifikansi untuk uji dua arah | | | | |
| | 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 24 | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| 25 | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| 26 | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| 27 | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| 28 | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| 29 | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| 30 | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| 31 | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| 32 | 0.2869 | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| 33 | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| 34 | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| 35 | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| 36 | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| 37 | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| 38 | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| 39 | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| 40 | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| 41 | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| 42 | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| 43 | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| 44 | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| 45 | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| 46 | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| 47 | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| 48 | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| 49 | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| 50 | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |

Lampiran 7. Nilai T tabel

| d.f | t0.10 | t0.05 | t0.025 | t0.01 | t0.005 |
|-----|-------|-------|--------|-------|--------|
| 37 | 1.305 | 1.687 | 2.026 | 2.431 | 2.715 |
| 38 | 1.304 | 1.686 | 2.024 | 2.429 | 2.712 |
| 39 | 1.304 | 1.685 | 2.023 | 2.426 | 2.708 |
| 40 | 1.303 | 1.684 | 2.021 | 2.423 | 2.704 |
| 41 | 1.303 | 1.683 | 2.020 | 2.421 | 2.701 |

| d.f | t0.10 | t0.05 | t0.025 | t0.01 | t0.005 |
|-----|-------|-------|--------|-------|--------|
| 42 | 1.302 | 1.682 | 2.018 | 2.418 | 2.698 |
| 43 | 1.302 | 1.681 | 2.017 | 2.416 | 2.695 |
| 44 | 1.301 | 1.680 | 2.015 | 2.414 | 2.692 |
| 45 | 1.301 | 1.679 | 2.014 | 2.412 | 2.690 |
| 46 | 1.300 | 1.679 | 2.013 | 2.410 | 2.687 |
| 47 | 1.300 | 1.678 | 2.012 | 2.408 | 2.685 |
| 48 | 1.299 | 1.677 | 2.011 | 2.407 | 2.682 |
| 49 | 1.299 | 1.677 | 2.010 | 2.405 | 2.680 |
| 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 |

Lampiran 8. Nilai F Tabel untuk Probabilitas 0,05

| 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 |