Lampiran 01. Surat Permohonan Pengumpulan Data

KEMENTERIAN PENDIDIKAN DAN KEBUDAYAAN
UNIVERSITAS PENDIDIKAN GANESHA
FAKULTAS EKONOMI
Jalan Udayana No. 11 Singaraja-Bali Telepon : (0362) 26830
Email : feundiksha@gmail.com Website : http://www.fe.undiksha.ac.id/

Nomor : 1418/UN48.13.1/DL/2020 Singaraja, 11 Januari 2021
Lamp. : -
Hal : ***Pengumpulan Data***

Kepada Yth. Kepala SD Negeri yang ada di Kabupaten Jembrana
di
Tempat

Dengan Hormat,

Wakil Dekan I Fakultas Ekonomi Universitas Pendidikan Ganesha menerangkan bahwa mahasiswa i tersebut dibawah ini :

Nama	: Shania Yosiana
NIM	: 171704081
Fakultas	: Ekonomi
Jurusan/Prodi	: Manajemen

Bermaksud mengadakan penelitian lapangan untuk menempuh atau menyusun tugas akhir, skripsi dan melengkapi tugas lainnya. Sehubungan dengan hal tersebut, kami mohon ijin agar mahasiswa kami dapat diterima dan diberikan data di tempat yang Bapak/Ibu Sdr. Pimpin

Demikian surat ini kami buat agar bisa digunakan sebagaimana mestinya. Atas perhatian dan kerjasamanya, kami sampaikan terima kasih

a.n. Dekan,
Wakil Dekan I,

Dr. Dra. Ni Made Suci, M. Si.
NIP. 196810291993032001

Lampiran 02. Data Guru Honorer Sekolah Dasar Kabupaten Jembrana

NO	NAMA GURU	JENIS KELAMIN	UMUR
1	Herwinda Putri Aprilia, S.Pd	P	24 - 31
2	Ketut Cintya Charisti,S.Pd	P	24 - 31
3	Ni Putu Sri Darmawati, S.Pd	P	32 – 37
4	Dewi Cipta Savitri, S.Pd	P	32 – 37
5	Ni Komang Swarti Asih, S.Pd	P	38 – 43
6	Ni Komang Samiasih,S.Pd	P	24 - 31
7	Nyoman Warniki,S.Pd	L	24 - 31
8	Ni Komang Ardi Trianti, S.Pd	P	32 – 37
9	I Kade Pebriadi Gunawan, S.Pd	L	24 - 31
10	Ronaldus Made Saputra,S.Pd	L	24 - 31
11	I Komang Suardiasa, S.Pd.	L	32 – 37
12	I Komang Agus Adi Putra, S.Pd.	L	32 – 37
13	Ni Made Dani Kusuma, S.Pd.	P	24 - 31
14	Ni Putu Sentana Dewi, S.Pd.	P	32 – 37
15	Ida Bagus Gede Agastia, S.Pd	L	24 - 31
16	Ni Nyoman Rai Mariati, S.Pd	P	38 – 43
17	I Gusti Ngurah Bagus Rahma Putra, S.Pd	L	24 - 31
18	Aridwan, S.Pd.	L	24 - 31
19	Ni Kade Sri Purnamawati, S.Pd	P	24 – 31
20	I Ketut Catur Adyantara, S.Pd	L	38 – 43
21	I Made Puja Caka Adiputra, S.Pd	L	24 - 31
22	Fathur Rohman S.Pd	L	24 - 31
23	Hendra Irawan, S.Pd.	L	32 – 37
24	I Kade Erdwiyogi Pranata, S.Pd.	L	24 - 31
25	Ni Komang Tri Lestari, S.Pd	P	24 – 31

NO	NAMA GURU	JENIS KELAMIN	UMUR
26	Desak Ketut Yunita Kusmayani, S.Pd.	P	24 – 31
27	Ni Kadek Dwi Puspawati, S.Pd.H	P	24 – 31
28	Ni Putu Damayani, S.Pd.	P	24 – 31
29	Ni Putu Natalia Pusparini, S.Pd.H.	P	24 – 31
30	Ni Ketut Wiyarini, S.Pd.H	P	32 – 37
31	Ni Made Dwi Nova Dewi, S.Pd.	P	24 – 31
32	Anak Agung Ayu Eka Ramantari, S.Pd	P	24 – 31
33	Ni Ketut Trisnasusi, S.Pd	P	24 – 31
34	Syfa, S.Pd	P	24 – 31
35	Ayu Adhika Vedayanti, S.Pd.H	P	24 – 31
36	Ni Luh Putu Eka Mulyaningsih, S.Pd	P	24 – 31
37	Ni Made Sepria Utami S.Pd	P	24 – 31
38	Putu Elma Arry Safitri, S.Pd	P	24 – 31
39	Dewa Ayu Putu Warsiniasih, S.Pd	P	24 – 31
40	I Made Agus Adi Puspayana, S. Pd	L	24 – 31
41	Ni Made Widiantari, S.Pd	P	24 – 31
42	Ni Kadek Ariantini,S.Pd	P	24 – 31
43	Ni Putu Alit Wahyuni, S.Pd.B	P	24 – 31
44	Gusti Bagus Maha Aryasa, S.Pd	L	24 – 31
45	Ni Made Sri Sukmawati,S.Pd	P	24 – 31
46	Ni Putu Muliani,S.Pd	P	24 – 31
47	Ni Putu Linda Kusuma Putri,S.Pd.	P	24 – 31
48	I Gede Putra Wiantara, S.Pd	L	24 – 31
49	I Wayan Abdi Suartama, S.Pd	L	24 – 31
50	I Nyoman Widnyana, S.Pd	L	38 – 43

NO	NAMA GURU	JENIS KELAMIN	UMUR
51	Putu Meliya Rostina, S.Pd	P	24 – 31
52	Devilia Ariestyana, S.Pd	P	32 – 37
53	Ni Luh Yuni Rantauwati, S.Pd	P	24 – 31
54	Devi Loviana, S.Pd	P	24 – 31
55	Kadek Sri Jayanti, S.Pd	P	24 – 31
56	Asmaul Khusnah, S.Pd	L	24 – 31
57	P. Novia Krispayani, S.Pd	P	24 – 31
58	Ni Made Dian Paramita Utari, S.Pd	P	24 – 31
59	I Gusti Ayu Melia Nirasanti, S.Pd	P	24 – 31
60	Putu Ayu Laksmi Dewi, S.Pd	P	24 – 31

Lampiran 03. Kuesioner Penelitian

	KUESIONER KOMPENSASI, BEBAN KERJA DAN *BURNOUT* SERTA DAMPAKNYA TERHADAP *TURNOVER INTENTION* GURU HONORER SEKOLAH DASAR DI KABUPATEN JEMBRANA

PENGANTAR

Yth. Bapak/Ibu/Saudara/I Guru Sekolah Dasar Kabupaten Jembrana

Sehubungan dengan penelitian yang sedang saya kerjakan dengan judul "Kompensasi, Beban Kerja Dan *Burnout* Serta Dampaknya Terhadap *Trunover Intention* Guru Honorer Sekolah Dasar di Kabupaten Jembrana" bersama ini saya mohon bantuan Bapak/Ibu untuk mengisi kuesioner ini. Seluruh data yang terkumpul melalui kuesioner ini adalah tujuan untuk akademis. Saya menjamin kerahasiaan data-data yang terkumpul, sesuai dengan kode etik penelitian. Oleh karena itu, saya sangat mengharapkan kuesioner ini dapat diisi secara lengkap dengan penilaian yang se-objekttif mungkin. Aatas kesediaan kata, saya mengucapkan terima kasih atas bantuan dan partisipasi Bapak/Ibu yang telah meluangkan waktu untuk mengisi kuesioner ini, saya mengucapkan terimakasih.

A. Identitas Responden

Nama :

Jenis Kelamin :

Usia :

Status :

Petunjuk Pengisian

Silahkan pilij jawaban yang paling sesuai dengan kondisi yang ada dengan memberikan tanda (√) pada pilihan yang tersedia.

Sangat Setuju = SS

Setuju = S

Cukup Setuju = CS

Tidak Setuju = TS

Sangat Tidak Setuju = STS

Daftar Pernyataan

1) Variabel *Trunover Intention*

No	Pernyataan Variabel	SS	S	CS	TS	STS
	Trunover Intention	**5**	**4**	**3**	**2**	**1**
1	Saya mulai merasa ingin keluar dari pekerjaan					
2	Saya mulai merasa ingin mencari pekerjaan lain					
3	Dalam sebulan, saya sering melakukan bolos kerja					
4	Saya mulai merasa malas dan tidak antusias dalam mengerjakan pekerjaan yang ditugaskan					
5	Sering melakukan protes terhadap atasan					

2) Variabel *Burnout*

No	Pernyataan Variabel	SS	S	CS	TS	STS
	Burnout	**5**	**4**	**3**	**2**	**1**
1	Saya merasa pekerjaan yang saya lakukan tidak berharga atau bernilai untuk diri saya sendiri					
2	Saya merasa kehilangan semangat dan minat untuk bekerja					

No	Pernyataan Variabel	SS	S	CS	TS	STS
	Burnout	**5**	**4**	**3**	**2**	**1**
3	Saya merasa tidak percaya diri dan memiliki motivasi yang rendah terhadap pekerjaan					

3) Variabel Beban Kerja

No	Pernyataan Variabel	SS	S	CS	TS	STS
	Beban Keja	**5**	**4**	**3**	**2**	**1**
1	Saya merasa sudah bersikap susui dengan aturan yang telah ditetapkan					
2	Saya bersemangat dalam bekerja					
3	Saya sudah melalukan tanggung jawab dengan baik dalam bekerja					
4	Saya sudah mengontrol emosi saya dengan baik dan benar					
5	Saya sudah bekerja dengan waktu yang telah di tetapkan					
6	Saya merasa waktu istirahat yang diberikan telah tepat					
7	Pemberian tugas sudah tepat sesuai dengabn keahlian yang saya miliki					
8	Saya merasa wewenang diberikan sudah baik dan tepat					
9	Kesehatan sebagai seorang guru sudah diperhatikan					
10	Jaminan kesehatan telah diberikan					
11	Atasan dan teman sejawat memotivasi pekerjaan saya					
12	Satu sama lain dengan teman sejawat sudah saling percaya					

4) Variabel Kompensasi

No	Pernyataan Variabel Kompensasi	SS 5	S 4	CS 3	TS 2	STS 1
1	Pemberian gaji sepadan dengan perkerjaan yang saya lakukan					
2	Insentif diberikan jika kinerja saya di atas satandar yang ditentukan					
3	Tunjangan diberikan sesuai dengan yang saya butuhkan					
4	Fasilitas yang diharapkan sesuai dengan yang saya butuhkan					

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Lampiran 04. Hasil Data Ordinal Pernyataan Variabel Kompensasi, Beban Kerja, *Burnout* Dan *Turnover Intention*

RES	KOMPENSASI				
	X1.1	X1.2	X1.3	X1.4	TX1
1	4	4	4	5	17
2	4	4	4	5	17
3	5	5	5	5	20
4	4	4	5	5	18
5	4	5	5	5	19
6	4	4	5	5	18
7	5	5	5	5	20
8	5	5	5	5	20
9	5	5	5	5	20
10	5	5	5	5	20
11	4	4	4	4	16
12	5	5	5	5	20
13	4	4	4	4	16
14	4	4	5	5	18
15	4	4	5	5	18
16	4	4	5	5	18
17	4	4	4	4	16
18	4	4	4	5	17
19	4	4	4	4	16
20	4	5	5	5	19
21	4	4	4	4	16
22	4	4	4	5	17
23	4	4	4	5	17
24	4	4	4	5	17
25	5	5	5	5	20
26	4	4	4	5	17
27	5	5	5	5	20
28	4	5	5	5	19
29	4	4	4	5	17
30	4	4	4	4	16
31	5	5	5	5	20
32	4	4	4	5	17
33	5	5	5	5	20
34	5	5	5	5	20
35	5	5	5	5	20

36	4	4	4	5	17
37	4	4	4	5	17
38	5	5	5	5	20
39	4	4	5	5	18
40	4	5	5	5	19
41	4	4	5	5	18
42	5	5	5	5	20
43	5	5	5	5	20
44	5	5	5	5	20
45	5	5	5	5	20
46	4	4	4	4	16
47	5	5	5	5	20
48	4	4	4	4	16
49	4	4	5	5	18
50	4	4	5	5	18
51	4	4	5	5	18
52	4	4	4	4	16
53	4	4	4	5	17
54	4	4	4	4	16
55	4	5	5	5	19
56	4	4	4	4	16
57	4	4	4	5	17
58	4	4	4	5	17
59	4	4	4	5	17
60	5	5	5	5	20

RES	BEBAN KERJA												
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	TX2
1	4	4	4	4	4	4	4	4	4	4	4	5	49
2	4	4	4	4	4	4	5	5	5	5	5	5	54
3	3	3	4	4	4	4	4	4	5	5	5	5	50
4	5	5	5	5	5	5	4	4	4	4	4	4	54
5	4	4	4	4	4	5	5	5	5	5	5	5	55
6	4	4	4	4	4	4	4	4	5	5	5	5	52
7	4	4	4	4	4	4	5	5	4	4	4	4	50
8	4	4	4	4	4	4	4	4	4	4	4	4	48
9	3	3	4	4	4	4	5	5	5	5	5	5	52
10	4	4	4	4	4	4	4	4	4	4	4	4	48
11	5	5	5	5	5	5	4	4	4	4	4	4	54
12	3	4	4	4	4	4	4	4	4	5	4	4	48
13	4	4	4	4	4	4	5	5	5	5	5	5	54
14	4	4	4	4	4	4	4	4	5	5	4	4	50
15	5	5	5	5	5	5	5	5	4	4	4	4	56
16	4	4	4	4	4	4	4	4	4	4	4	4	48
17	4	4	4	4	4	4	4	4	4	4	4	4	48
18	4	4	4	4	4	4	4	4	4	5	5	4	50
19	4	4	4	4	4	4	5	5	5	5	5	5	54
20	4	4	4	4	4	5	5	5	5	5	5	5	55
21	4	4	4	4	4	4	4	4	5	5	5	5	52

RES	BEBAN KERJA												
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	TX2
22	4	4	4	4	4	4	4	4	4	4	5	5	50
23	4	4	4	4	4	4	5	5	5	5	5	5	54
24	3	3	3	3	4	4	4	4	4	4	5	5	46
25	4	4	4	4	4	4	5	5	5	5	5	5	54
26	4	4	4	4	4	4	5	5	5	5	5	5	54
27	3	3	3	4	4	5	5	5	5	5	5	3	50
28	5	5	4	4	4	4	4	4	4	5	5	5	53
29	5	5	5	5	5	5	4	4	4	4	4	4	54
30	4	4	4	4	4	4	4	4	4	4	5	5	50
31	4	4	4	4	4	4	5	5	5	5	5	5	54
32	4	4	4	5	5	5	5	5	5	5	5	5	57
33	4	4	4	4	5	5	5	5	5	5	5	5	56
34	4	4	4	4	4	4	5	5	5	5	5	5	54
35	4	4	4	4	5	5	5	5	5	5	5	5	56
36	4	4	4	4	4	4	4	4	4	4	4	5	49
37	4	4	4	4	4	4	5	5	5	5	5	5	54
38	3	3	4	4	4	4	4	4	5	5	5	5	50
39	5	5	5	5	5	5	4	4	4	4	4	4	54
40	4	4	4	4	4	5	5	5	5	5	5	5	55
41	4	4	4	4	4	4	4	4	5	5	5	5	52
42	4	4	4	4	4	4	5	5	4	4	4	4	50
43	4	4	4	4	4	4	4	4	4	4	4	4	48

RES	BEBAN KERJA												
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	TX2
44	3	3	4	4	4	4	5	5	5	5	5	5	52
45	4	4	4	4	4	4	4	4	4	4	4	4	48
46	5	5	5	5	5	5	4	4	4	4	4	4	54
47	3	4	4	4	4	4	4	4	4	5	4	4	48
48	4	4	4	4	4	4	5	5	5	5	5	5	54
49	4	4	4	4	4	4	4	4	5	5	4	4	50
50	5	5	5	5	5	5	5	5	4	4	4	4	56
51	4	4	4	4	4	4	4	4	4	4	4	4	48
52	4	4	4	4	4	4	4	4	4	4	4	4	48
53	4	4	4	4	4	4	4	4	4	5	5	4	50
54	4	4	4	4	4	4	5	5	5	5	5	5	54
55	4	4	4	4	4	5	5	5	5	5	5	5	55
56	4	4	4	4	4	4	4	4	5	5	5	5	52
57	4	4	4	4	4	4	4	4	4	4	5	5	50
58	4	4	4	4	4	4	5	5	5	5	5	5	54
59	3	3	3	3	4	4	4	4	4	4	5	5	46
60	4	4	4	4	4	4	5	5	5	5	5	5	54

RES	BURNOUT			
	X3.1	X3.2	X3.3	TX3
1	4	4	4	12
2	4	5	5	14
3	3	4	4	11
4	4	4	5	13
5	4	5	4	13
6	4	4	4	12
7	3	3	4	10
8	3	3	3	9
9	4	4	3	11
10	3	3	3	9
11	5	5	5	15
12	3	3	3	9
13	5	5	5	15
14	3	4	4	11
15	5	5	4	14
16	3	3	3	9
17	5	4	3	12
18	4	4	4	12
19	5	5	5	15
20	4	5	4	13
21	4	5	5	14
22	4	4	4	12
23	4	5	5	14
24	3	4	3	10
25	4	4	4	12
26	5	5	4	14
27	3	3	4	10
28	4	4	3	11
29	5	5	4	14
30	4	4	5	13
31	4	4	4	12
32	5	5	5	15
33	5	4	4	13
34	4	4	4	12
35	5	4	4	13
36	4	4	4	12
37	4	5	5	14
38	3	4	4	11

RES	BURNOUT			
	X3.1	X3.2	X3.3	TX3
39	4	4	5	13
40	4	5	4	13
41	4	4	4	12
42	3	3	4	10
43	3	3	3	9
44	4	4	3	11
45	3	3	3	9
46	5	5	5	15
47	3	3	3	9
48	5	5	5	15
49	3	4	4	11
50	5	5	4	14
51	3	3	3	9
52	5	4	3	12
53	4	4	4	12
54	5	5	5	15
55	4	5	4	13
56	4	5	5	14
57	4	4	4	12
58	4	5	5	14
59	3	4	3	10
60	4	4	4	12

RES	TURNOVER INTENTION					
	Y1	Y2	Y3	Y4	Y5	TY
1	4	4	4	4	5	21
2	4	4	5	4	5	22
3	4	4	4	4	4	20
4	4	4	4	4	5	21
5	4	4	4	4	4	20
6	4	4	5	4	4	21
7	4	4	4	3	4	19
8	3	2	4	3	3	15
9	4	3	4	2	3	16
10	3	3	3	3	3	15
11	5	5	5	5	5	25
12	3	4	3	3	3	16
13	5	5	5	5	5	25
14	4	4	4	4	4	20
15	3	4	5	3	5	20
16	3	4	3	3	3	16
17	4	5	5	5	5	24
18	3	4	5	5	4	21
19	5	5	5	5	5	25
20	4	2	3	4	5	18
21	4	5	5	2	5	21
22	4	5	5	5	5	24
23	4	5	5	4	5	23
24	5	4	4	4	4	21
25	5	3	4	3	4	19
26	4	5	5	2	5	21
27	4	4	4	4	4	20
28	4	4	4	4	4	20
29	5	5	5	5	5	25
30	3	4	4	3	5	19
31	4	4	4	4	4	20
32	4	4	5	5	4	22
33	4	4	4	3	4	19
34	4	4	5	4	4	21
35	4	4	4	5	4	21
36	4	4	4	4	5	21
37	4	4	5	4	5	22
38	4	4	4	4	4	20

39	4	4	4	4	5	21
40	4	4	4	4	4	20
41	4	4	5	4	4	21
42	4	4	4	3	4	19
43	3	2	4	3	3	15
44	4	3	4	2	3	16
45	3	3	3	3	3	15
46	5	5	5	5	5	25
47	3	4	3	3	3	16
48	5	5	5	5	5	25
49	4	4	4	4	4	20
50	3	4	5	3	5	20
51	3	4	3	3	3	16
52	4	5	5	5	5	24
53	3	4	5	5	4	21
54	5	5	5	5	5	25
55	4	2	3	4	5	18
56	4	5	5	2	5	21
57	4	5	5	5	5	24
58	4	5	5	4	5	23
59	5	4	4	4	4	21
60	5	3	4	3	4	19

Lampiran 05. Hasil Data Interval Pernyataan Kompensasi, Beban Kerja, *Burnout*, dan *Turnover Intention*

RES	KOMPENSASI				
	X1.1	X1.2	X1.3	X1.4	Total X1
1	4.000	4.000	4.000	5.773	17.773
2	4.000	4.000	4.000	5.773	17.773
3	5.645	5.610	5.602	5.773	22.630
4	4.000	4.000	5.602	5.773	19.375
5	4.000	5.610	5.602	5.773	20.984
6	4.000	4.000	5.602	5.773	19.375
7	5.645	5.610	5.602	5.773	22.630
8	5.645	5.610	5.602	5.773	22.630
9	5.645	5.610	5.602	5.773	22.630
10	5.645	5.610	5.602	5.773	22.630
11	4.000	4.000	4.000	4.000	16.000
12	5.645	5.610	5.602	5.773	22.630
13	4.000	4.000	4.000	4.000	16.000
14	4.000	4.000	5.602	5.773	19.375
15	4.000	4.000	5.602	5.773	19.375
16	4.000	4.000	5.602	5.773	19.375
17	4.000	4.000	4.000	4.000	16.000
18	4.000	4.000	4.000	5.773	17.773
19	4.000	4.000	4.000	4.000	16.000
20	4.000	5.610	5.602	5.773	20.984
21	4.000	4.000	4.000	4.000	16.000
22	4.000	4.000	4.000	5.773	17.773
23	4.000	4.000	4.000	5.773	17.773

RES	KOMPENSASI				
	X1.1	X1.2	X1.3	X1.4	Total X1
24	4.000	4.000	4.000	5.773	17.773
25	5.645	5.610	5.602	5.773	22.630
26	4.000	4.000	4.000	5.773	17.773
27	5.645	5.610	5.602	5.773	22.630
28	4.000	5.610	5.602	5.773	20.984
29	4.000	4.000	4.000	5.773	17.773
30	4.000	4.000	4.000	4.000	16.000
31	5.645	5.610	5.602	5.773	22.630
32	4.000	4.000	4.000	5.773	17.773
33	5.645	5.610	5.602	5.773	22.630
34	5.645	5.610	5.602	5.773	22.630
35	5.645	5.610	5.602	5.773	22.630
36	4.000	4.000	4.000	5.773	17.773
37	4.000	4.000	4.000	5.773	17.773
38	5.645	5.610	5.602	5.773	22.630
39	4.000	4.000	5.602	5.773	19.375
40	4.000	5.610	5.602	5.773	20.984
41	4.000	4.000	5.602	5.773	19.375
42	5.645	5.610	5.602	5.773	22.630
43	5.645	5.610	5.602	5.773	22.630
44	5.645	5.610	5.602	5.773	22.630
45	5.645	5.610	5.602	5.773	22.630
46	4.000	4.000	4.000	4.000	16.000
47	5.645	5.610	5.602	5.773	22.630
48	4.000	4.000	4.000	4.000	16.000

RES	KOMPENSASI				
	X1.1	X1.2	X1.3	X1.4	Total X1
49	4.000	4.000	5.602	5.773	19.375
50	4.000	4.000	5.602	5.773	19.375
51	4.000	4.000	5.602	5.773	19.375
52	4.000	4.000	4.000	4.000	16.000
53	4.000	4.000	4.000	5.773	17.773
54	4.000	4.000	4.000	4.000	16.000
55	4.000	5.610	5.602	5.773	20.984
56	4.000	4.000	4.000	4.000	16.000
57	4.000	4.000	4.000	5.773	17.773
58	4.000	4.000	4.000	5.773	17.773
59	4.000	4.000	4.000	5.773	17.773
60	5.645	5.610	5.602	5.773	22.630

RES	BEBAN KERJA												
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	Total X2
1	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	4.000	4.000	6.131	53.374
2	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	61.394
3	3.000	3.000	4.951	5.058	4.000	4.000	4.000	4.000	5.596	5.610	5.615	6.131	54.961
4	6.169	6.295	6.744	6.842	5.799	5.695	4.000	4.000	4.000	4.000	4.000	4.587	62.130
5	4.579	4.655	4.951	5.058	4.000	5.695	5.599	5.599	5.596	5.610	5.615	6.131	63.089
6	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	5.596	5.610	5.615	6.131	58.195
7	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	4.000	4.000	4.000	4.587	55.029
8	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.587	51.831
9	3.000	3.000	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	58.159
10	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.587	51.831
11	6.169	6.295	6.744	6.842	5.799	5.695	4.000	4.000	4.000	4.000	4.000	4.587	62.130
12	3.000	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	5.610	4.000	4.587	51.861
13	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	61.394

RES	BEBAN KERJA												
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	Total X2
14	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	5.596	5.610	4.000	4.587	55.037
15	6.169	6.295	6.744	6.842	5.799	5.695	5.599	5.599	4.000	4.000	4.000	4.587	65.329
16	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.587	51.831
17	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.587	51.831
18	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	5.610	5.615	4.587	55.056
19	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	61.394
20	4.579	4.655	4.951	5.058	4.000	5.695	5.599	5.599	5.596	5.610	5.615	6.131	63.089
21	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	5.596	5.610	5.615	6.131	58.195
22	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	4.000	5.615	6.131	54.989
23	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	61.394
24	3.000	3.000	3.000	3.000	4.000	4.000	4.000	4.000	4.000	4.000	5.615	6.131	47.746
25	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	61.394
26	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	61.394
27	3.000	3.000	3.000	5.058	4.000	5.695	5.599	5.599	5.596	5.610	5.615	3.000	54.772

RES	BEBAN KERJA												
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	Total X2
28	6.169	6.295	4.951	5.058	4.000	4.000	4.000	4.000	4.000	5.610	5.615	6.131	59.829
29	6.169	6.295	6.744	6.842	5.799	5.695	4.000	4.000	4.000	4.000	4.000	4.587	62.130
30	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	4.000	5.615	6.131	54.989
31	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	61.394
32	4.579	4.655	4.951	6.842	5.799	5.695	5.599	5.599	5.596	5.610	5.615	6.131	66.671
33	4.579	4.655	4.951	5.058	5.799	5.695	5.599	5.599	5.596	5.610	5.615	6.131	64.888
34	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	61.394
35	4.579	4.655	4.951	5.058	5.799	5.695	5.599	5.599	5.596	5.610	5.615	6.131	64.888
36	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	4.000	4.000	6.131	53.374
37	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	61.394
38	3.000	3.000	4.951	5.058	4.000	4.000	4.000	4.000	5.596	5.610	5.615	6.131	54.961
39	6.169	6.295	6.744	6.842	5.799	5.695	4.000	4.000	4.000	4.000	4.000	4.587	62.130
40	4.579	4.655	4.951	5.058	4.000	5.695	5.599	5.599	5.596	5.610	5.615	6.131	63.089
41	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	5.596	5.610	5.615	6.131	58.195

RES	BEBAN KERJA												
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	Total X2
42	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	4.000	4.000	4.000	4.587	55.029
43	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.587	51.831
44	3.000	3.000	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	58.159
45	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.587	51.831
46	6.169	6.295	6.744	6.842	5.799	5.695	4.000	4.000	4.000	4.000	4.000	4.587	62.130
47	3.000	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	5.610	4.000	4.587	51.861
48	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	61.394
49	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	5.596	5.610	4.000	4.587	55.037
50	6.169	6.295	6.744	6.842	5.799	5.695	5.599	5.599	4.000	4.000	4.000	4.587	65.329
51	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.587	51.831
52	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.587	51.831
53	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	5.610	5.615	4.587	55.056
54	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	61.394
55	4.579	4.655	4.951	5.058	4.000	5.695	5.599	5.599	5.596	5.610	5.615	6.131	63.089

RES	BEBAN KERJA												
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	Total X2
56	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	5.596	5.610	5.615	6.131	58.195
57	4.579	4.655	4.951	5.058	4.000	4.000	4.000	4.000	4.000	4.000	5.615	6.131	54.989
58	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	61.394
59	3.000	3.000	3.000	3.000	4.000	4.000	4.000	4.000	4.000	4.000	5.615	6.131	47.746
60	4.579	4.655	4.951	5.058	4.000	4.000	5.599	5.599	5.596	5.610	5.615	6.131	61.394

RES	*BURNOUT*			
	X3.1	X3.2	X3.3	Total X3
1	4.239	4.223	4.249	12.711
2	4.239	5.506	5.503	15.249
3	3.000	4.223	4.249	11.472
4	4.239	4.223	5.503	13.966
5	4.239	5.506	4.249	13.994
6	4.239	4.223	4.249	12.711
7	3.000	3.000	4.249	10.249
8	3.000	3.000	3.000	9.000
9	4.239	4.223	3.000	11.462
10	3.000	3.000	3.000	9.000
11	5.466	5.506	5.503	16.475
12	3.000	3.000	3.000	9.000
13	5.466	5.506	5.503	16.475
14	3.000	4.223	4.249	11.472
15	5.466	5.506	4.249	15.221
16	3.000	3.000	3.000	9.000
17	5.466	4.223	3.000	12.689
18	4.239	4.223	4.249	12.711
19	5.466	5.506	5.503	16.475
20	4.239	5.506	4.249	13.994
21	4.239	5.506	5.503	15.249
22	4.239	4.223	4.249	12.711
23	4.239	5.506	5.503	15.249
24	3.000	4.223	3.000	10.223
25	4.239	4.223	4.249	12.711

26	5.466	5.506	4.249	15.221
27	3.000	3.000	4.249	10.249
28	4.239	4.223	3.000	11.462
29	5.466	5.506	4.249	15.221
30	4.239	4.223	5.503	13.966
31	4.239	4.223	4.249	12.711
32	5.466	5.506	5.503	16.475
33	5.466	4.223	4.249	13.938
34	4.239	4.223	4.249	12.711
35	5.466	4.223	4.249	13.938
36	4.239	4.223	4.249	12.711
37	4.239	5.506	5.503	15.249
38	3.000	4.223	4.249	11.472
39	4.239	4.223	5.503	13.966
40	4.239	5.506	4.249	13.994
41	4.239	4.223	4.249	12.711
42	3.000	3.000	4.249	10.249
43	3.000	3.000	3.000	9.000
44	4.239	4.223	3.000	11.462
45	3.000	3.000	3.000	9.000
46	5.466	5.506	5.503	16.475
47	3.000	3.000	3.000	9.000
48	5.466	5.506	5.503	16.475
49	3.000	4.223	4.249	11.472
50	5.466	5.506	4.249	15.221
51	3.000	3.000	3.000	9.000
52	5.466	4.223	3.000	12.689

53	4.239	4.223	4.249	12.711
54	5.466	5.506	5.503	16.475
55	4.239	5.506	4.249	13.994
56	4.239	5.506	5.503	15.249
57	4.239	4.223	4.249	12.711
58	4.239	5.506	5.503	15.249
59	3.000	4.223	3.000	10.223
60	4.239	4.223	4.249	12.711

UNIVERSITAS PENDIDIKAN GANESHA
UNDIKSHA

RES	TURNOVER					
	Y.1	Y.2	Y.3	Y.4	Y.5	Total Y
1	4.401	3.801	4.204	3.971	5.379	21.756
2	4.401	3.801	5.522	3.971	5.379	23.074
3	4.401	3.801	4.204	3.971	4.118	20.495
4	4.401	3.801	4.204	3.971	5.379	21.756
5	4.401	3.801	4.204	3.971	4.118	20.495
6	4.401	3.801	5.522	3.971	4.118	21.814
7	4.401	3.801	4.204	3.026	4.118	19.550
8	3.000	2.000	4.204	3.026	3.000	15.229
9	4.401	2.734	4.204	2.000	3.000	16.339
10	3.000	2.734	3.000	3.026	3.000	14.760
11	5.802	5.172	5.522	5.111	5.379	26.986
12	3.000	3.801	3.000	3.026	3.000	15.826
13	5.802	5.172	5.522	5.111	5.379	26.986
14	4.401	3.801	4.204	3.971	4.118	20.495
15	3.000	3.801	5.522	3.026	5.379	20.727
16	3.000	3.801	3.000	3.026	3.000	15.826
17	4.401	5.172	5.522	5.111	5.379	25.585
18	3.000	3.801	5.522	5.111	4.118	21.552
19	5.802	5.172	5.522	5.111	5.379	26.986
20	4.401	2.000	3.000	3.971	5.379	18.751
21	4.401	5.172	5.522	2.000	5.379	22.474
22	4.401	5.172	5.522	5.111	5.379	25.585
23	4.401	5.172	5.522	3.971	5.379	24.445
24	5.802	3.801	4.204	3.971	4.118	21.896
25	5.802	2.734	4.204	3.026	4.118	19.884
26	4.401	5.172	5.522	2.000	5.379	22.474
27	4.401	3.801	4.204	3.971	4.118	20.495
28	4.401	3.801	4.204	3.971	4.118	20.495
29	5.802	5.172	5.522	5.111	5.379	26.986
30	3.000	3.801	4.204	3.026	5.379	19.409
31	4.401	3.801	4.204	3.971	4.118	20.495
32	4.401	3.801	5.522	5.111	4.118	22.954
33	4.401	3.801	4.204	3.026	4.118	19.550
34	4.401	3.801	5.522	3.971	4.118	21.814
35	4.401	3.801	4.204	5.111	4.118	21.635
36	4.401	3.801	4.204	3.971	5.379	21.756
37	4.401	3.801	5.522	3.971	5.379	23.074
38	4.401	3.801	4.204	3.971	4.118	20.495
39	4.401	3.801	4.204	3.971	5.379	21.756

40	4.401	3.801	4.204	3.971	4.118	20.495
41	4.401	3.801	5.522	3.971	4.118	21.814
42	4.401	3.801	4.204	3.026	4.118	19.550
43	3.000	2.000	4.204	3.026	3.000	15.229
44	4.401	2.734	4.204	2.000	3.000	16.339
45	3.000	2.734	3.000	3.026	3.000	14.760
46	5.802	5.172	5.522	5.111	5.379	26.986
47	3.000	3.801	3.000	3.026	3.000	15.826
48	5.802	5.172	5.522	5.111	5.379	26.986
49	4.401	3.801	4.204	3.971	4.118	20.495
50	3.000	3.801	5.522	3.026	5.379	20.727
51	3.000	3.801	3.000	3.026	3.000	15.826
52	4.401	5.172	5.522	5.111	5.379	25.585
53	3.000	3.801	5.522	5.111	4.118	21.552
54	5.802	5.172	5.522	5.111	5.379	26.986
55	4.401	2.000	3.000	3.971	5.379	18.751
56	4.401	5.172	5.522	2.000	5.379	22.474
57	4.401	5.172	5.522	5.111	5.379	25.585
58	4.401	5.172	5.522	3.971	5.379	24.445
59	5.802	3.801	4.204	3.971	4.118	21.896
60	5.802	2.734	4.204	3.026	4.118	19.884

Lampiran 06. Deskripsi Data Responden

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	19	31.7	31.7	31.7
	Perempuan	41	68.3	68.3	100.0
	Total	60	100.0	100.0	

Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25-31	46	76.7	76.7	76.7
	32-37	10	16.7	16.7	93.3
	38-43	4	6.7	6.7	100.0
	Total	60	100.0	100.0	

Lampiran 07. Hasil *Output* Perhitungan SPSS 20 *For Windows*, Kompensasi (X1), Beban Kerja (X2), *Burnout* (X3) dan *Turnover Intention* (Y)

Hasil Uji Validasi Kompensasi

Correlations

		X1.1	X1.2	X1.3	X1.4	X1
X1.1	Pearson Correlation	1	.834**	.595**	.323*	.849**
	Sig. (2-tailed)		.000	.000	.012	.000
		60	60	60	60	60
X1.2	Pearson Correlation	.834**	1	.714**	.387**	.906**
	Sig. (2-tailed)	.000		.000	.002	.000
		60	60	60	60	60
X1.3	Pearson Correlation	.595**	.714**	1	.542**	.874**
	Sig. (2-tailed)	.000	.000		.000	.000
		60	60	60	60	60
X1.4	Pearson Correlation	.323*	.387**	.542**	1	.653**
	Sig. (2-tailed)	.012	.002	.000		.000
		60	60	60	60	60
	Pearson Correlation	.849**	.906**	.874**	.653**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
		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).

Hasil Uji Validasi Beban Kerja

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
X2.1	Pearson Correlation	1	.928**	.784**	.717**	.553**	.511**	.069	.069	-.200	-.340	-.340	-.340	.461*
	Sig. (2-tailed)		.000	.000	.000	.002	.004	.716	.716	.289	.066	.066	.066	.010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.928**	1	.830**	.753**	.559**	.506**	.000	.000	-.301	-.309	-.464**	-.464**	.396*
	Sig. (2-tailed)	.000		.000	.000	.001	.004	1.000	1.000	.106	.096	.010	.010	.030
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.784**	.830**	1	.891**	.604**	.518**	.000	.000	-.212	-.244	-.437*	-.437*	.428*
	Sig. (2-tailed)	.000	.000		.000	.000	.003	1.000	1.000	.260	.194	.016	.016	.018
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.717**	.753**	.891**	1	.716**	.609**	.084	.084	-.119	-.157	-.332	-.332	.526**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.658	.658	.531	.407	.073	.073	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.553**	.559**	.604**	.716**	1	.829**	.167	.167	-.067	-.138	-.138	-.138	.570**
	Sig. (2-tailed)	.002	.001	.000	.000		.000	.379	.379	.724	.466	.466	.466	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.511**	.506**	.518**	.609**	.829**	1	.302	.302	.071	-.010	-.010	-.010	.663**
	Sig. (2-tailed)	.004	.004	.003	.000	.000		.105	.105	.709	.956	.956	.956	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.069	.000	.000	.084	.167	.302	1	1.000**	.605**	.484**	.484**	.484**	.753**
	Sig. (2-tailed)	.716	1.000	1.000	.658	.379	.105		.000	.000	.007	.007	.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

	Pearson Correlation	.069	.000	.000	.084	.167	.302	1.000**	1	.605**	.484**	.484**	.484**	.753**
X2.8	Sig. (2-tailed)	.716	1.000	1.000	.658	.379	.105	.000		.000	.007	.007	.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	-.200	-.301	-.212	-.119	-.067	.071	.605**	.605**	1	.870**	.731**	.731**	.623**
X2.9	Sig. (2-tailed)	.289	.106	.260	.531	.724	.709	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	-.340	-.309	-.244	-.157	-.138	-.010	.484**	.484**	.870**	1	.713**	.569**	.499**
X2.10	Sig. (2-tailed)	.066	.096	.194	.407	.466	.956	.007	.007	.000		.000	.001	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	-.340	-.464**	-.437*	-.332	-.138	-.010	.484**	.484**	.731**	.713**	1	.856**	.453*
X2.11	Sig. (2-tailed)	.066	.010	.016	.073	.466	.956	.007	.007	.000	.000		.000	.012
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	-.340	-.464**	-.437*	-.332	-.138	-.010	.484**	.484**	.731**	.569**	.856**	1	.430*
X2.12	Sig. (2-tailed)	.066	.010	.016	.073	.466	.956	.007	.007	.000	.001	.000		.018
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.461*	.396*	.428*	.526**	.570**	.663**	.753**	.753**	.623**	.499**	.453*	.430*	1
X2	Sig. (2-tailed)	.010	.030	.018	.003	.001	.000	.000	.000	.000	.005	.012	.018	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Hasil Uji Validasi *Burnout*

Correlations

		X3.1	X3.2	X3.3	X3
X3.1	Pearson Correlation	1	.664**	.517**	.838**
	Sig. (2-tailed)		.000	.003	.000
	N	30	30	30	30
X3.2	Pearson Correlation	.664**	1	.744**	.917**
	Sig. (2-tailed)	.000		.000	.000
	N	30	30	30	30
X3.3	Pearson Correlation	.517**	.744**	1	.862**
	Sig. (2-tailed)	.003	.000		.000
	N	30	30	30	30
X3	Pearson Correlation	.838**	.917**	.862**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

Hasil Uji Validasi *Turnover Intention*

Correlations

		Y1	Y2	Y3	Y4	Y5	Y
Y1	Pearson Correlation	1	.356	.343	.366*	.480**	.640**
	Sig. (2-tailed)		.054	.063	.047	.007	.000
	N	30	30	30	30	30	30
Y2	Pearson Correlation	.356	1	.623**	.438*	.541**	.788**
	Sig. (2-tailed)	.054		.000	.016	.002	.000
	N	30	30	30	30	30	30
Y3	Pearson Correlation	.343	.623**	1	.448*	.600**	.792**
	Sig. (2-tailed)	.063	.000		.013	.000	.000
	N	30	30	30	30	30	30
Y4	Pearson Correlation	.366*	.438*	.448*	1	.470**	.750**
	Sig. (2-tailed)	.047	.016	.013		.009	.000
	N	30	30	30	30	30	30
Y5	Pearson Correlation	.480**	.541**	.600**	.470**	1	.809**
	Sig. (2-tailed)	.007	.002	.000	.009		.000
	N	30	30	30	30	30	30
Y	Pearson Correlation	.640**	.788**	.792**	.750**	.809**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

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

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

Hasil Uji Reliabilitas Kompensasi

Reliability Statistics

Cronbach's Alpha	N of Items
.853	4

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	13.8667	1.361	.752	.788
X1.2	13.8000	1.269	.826	.753
X1.3	13.6333	1.344	.752	.788
X1.4	13.4000	1.834	.470	.893

Hasil Uji Reliabilitas Beban Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.788	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	48.1000	8.231	.321	.784
X2.2	48.0667	8.478	.260	.789
X2.3	48.0000	8.552	.323	.782
X2.4	47.9667	8.240	.421	.774
X2.5	47.8667	8.120	.470	.770
X2.6	47.8000	7.752	.567	.759
X2.7	47.5667	7.289	.666	.746
X2.8	47.5667	7.289	.666	.746

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	47.5000	7.707	.505	.765
X2.10	47.4333	8.116	.365	.780
X2.11	47.4333	8.254	.313	.785
X2.12	47.4333	8.323	.287	.788

Hasil Uji Reliabilitas *Burnout*

Reliability Statistics

Cronbach's Alpha	N of Items
.841	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	8.2000	1.752	.631	.853
X3.2	8.0333	1.620	.808	.681
X3.3	8.1667	1.730	.687	.797

Hasil Uji Reliabilitas *Turnover Intention*

Reliability Statistics

Cronbach's Alpha	N of Items
.809	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1	16.4000	6.179	.483	.804
Y2	16.3667	5.137	.637	.760
Y3	16.0667	5.375	.665	.753
Y4	16.5000	5.017	.548	.796
Y5	16.1333	5.223	.685	.746

UNIVERSITAS PENDIDIKAN GANESHA
UNDIKSHA

Lampiran 08. Output SPSS Analisis Jalur (*Path Analisis*)
Uji Analisis Jalur

a. Pengaruh Kompensasi (X_1), dan Beban Kerja (X_2) Terhadap *Burnout* (X_3)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.977[a]	.954	.953	.41043	.954	593.791	2	57	.000

a. Predictors: (Constant), X2, X1

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	200.048	2	100.024	593.791	.000[b]
	Residual	9.602	57	.168		
	Total	209.650	59			

a. Dependent Variable: X3

b. Predictors: (Constant), X2, X1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	-.426	1.182		-.360	.720			
	X1	-.708	.035	-.577	-20.319	.000	-.625	-.937	-.576
	X2	.490	.019	.752	26.475	.000	.789	.962	.750

a. Dependent Variable: X3

b. Pengaruh Kompensasi (X_1), Beban Kerja (X_2), dan *Burnout* (X_3) terhadap *Turnover intention*

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df 1	df 2	Sig. F Change
1	.811[a]	.658	.646	1.70370	.658	54.943	2	57	.000

a. Predictors: (Constant), X2, X1

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	318.952	2	159.476	54.943	.000[b]
	Residual	165.448	57	2.903		
	Total	484.400	59			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	28.799	4.907		5.869	.000			
	X1	-1.357	.145	-.728	-9.384	.000	-.748	-.779	-.726
	X2	.312	.077	.315	4.060	.000	.362	.474	.314
	X3	1.151	.130	.758	8.837	.000	.758	.758	.758

a. Dependent Variable: Y