LAMPIRAN

Lampiran 1 Kuesioner

QUESTIONNAIRE

THE AFFECT OF JOB STRESS ON TURNOVER INTENTION AND ORGANIZATIONAL COMMITMENT AS AN INTERVENING VARIABLE

With due all respect,

Hi, my name is Rivan Sukmady, I am a management student in Muhammadiyah Yogyakarta University. To accomplish my last assigntment that is to fill this questionnaire for the purpose of my research with the title is " The Affect of Job Stress on Turnover Intention and Organizational Commitment as an Intervening Variable". Your privacy will be save and this questionnaire will not be publish.

Directions :

Please read all the questions carefully. The survey has been designed to facilitate easy answering. Answer requires either a √ or ☐ to indicate your appropriate responses. All surveys are **confidential**. Only the researcher sees and processes the questionnaire.

Demographic behaviour :

Gender : ☐ **Male** ☐ **Female**

Age : ☐ **Less than 30** ☐ **31-40**

☐ **41-50** ☐ **Above 50**

Education Level : ☐ **Diploma/School** ☐ **Under Graduate**

☐ **Post Graduate**

Marital status : ☐ **Married**

☐ **Unmarried**

Work Experience : ☐ **Less than 10 years**

☐ **10 to 20 years**

☐ **Above 20 years**

JOB STRESS

No	Statement	Highly Disagree	Disagree	Neutral	Agree	Highly Agree
1	I have an extremely large amount of work to do					
2	I can't complete work in the required time					
3	I have to pay very careful attention					
4	My job is difficult in that it requires a high level of knowledge and technical skill					
5	I need to be constantly thinking about work throughout the working day					
6	I can work at my own pace					
7	I can choose how and in what order to do my work					
8	I have felt worried and insecure					
9	I can reflect my opinions on workplace policy					
10	There are differences within my department					
11	The atmosphere in my workplace is friendly					
12	My department does not get along well with other departments					

13	My working environment is poor					
14	This job suits me well					
15	My job is worth doing					
16	I have tought that doing anything was a hassle					
17	I can talk to my supervisors freely					
18	I have to work as hard as i can					
19	I have been very active					
20	I have been inwardly annoyed or aggravated					
21	My supervisors is a good listener to my personal matters					
22	I'm satisfied with my job					
23	I am satisfied with my family life					

TURNOVER INTENTION

No	Statement	Highly Disagree	Disagree	Neutral	Agree	Highly Agree
1	I will probably look for a new job in the near future					
2	At the present time, I am actively searching for another job in a different organization					
3	I do not intend to quit my job					

ORGANIZATIONAL COMMITMENT

No	Statment	Highly Disagree	Disagree	Neutral	Agree	Highly Agree
1	I would be very happy to spend the rest of my career with this organization					
2	I enjoy discussing my organization with people outside it					
3	I really feel as if this organization's problem are my own					
4	I think that I could easily ecome as attached to another organization as i am to this one (R)					
5	I do not feel like 'part of the family' at my organization (R)					
6	I do not feel 'emotionally attached' to this organization (R)					
7	This organization has a great deal of personal meaning for me					
8	I do not feel a strong sense of					

	belonging to my organization (R)					
9	I am not affraid of what might happen if I quit my job without having another one lined up (R)					
10	It would be very hard for me to leave my organization right now, even if I wanted to					
11	Too much in my life would be distrupted if I decided I wanted to leave my organization now					
12	It wouldn't be too costly for me to leave my organization now (R)					
13	Right now, staying with my organization is a matter of necessity					
14	I feel that I have too few options to consider leaving this organization					
15	One of the few serious consequences of leaving this organization would be the scarcity of					

	available alternatives					
16	One of the major reasons I continue to work for this organization is that leaving would require considerable personal sacrifice-another organization may not match the overall benefits I have here					
17	I think that people these days move from company to company too often					
18	I do not believe that a person must always be loyal to his or her organization (R)					
19	Jumping from organization to organization does not seem at all unethical to me					
20	One of the major reasons I continue to work for this organization is that I believe that loyalty is important and therefore feel a sense of moral obligation					
21	If I got another offer for a better					

	job elsewhere I would not feel it was right to leave my organization					
22	I was taught to believe in the value of remaining loyal to one orgaization					
23	Things were better in the dyas when people stayed with on organisaztion for most of their careers					
24	I do not think that wanting to be a ‘company man’ or ‘company woman ‘ is sensible anymore (R)					

Lampiran 2 Karakteristik Responden

Jenis kelamin

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	7	20,0	20,0	20,0
	Perempuan	28	80,0	80,0	100,0
	Total	35	100,0	100,0	

Usia

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 30	30	85,7	85,7	85,7
	31 - 40	3	8,6	8,6	94,3
	41 - 50	2	5,7	5,7	100,0
	Total	35	100,0	100,0	

Pendidikan

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Lulusan SMA	28	80,0	80,0	80,0
	S1	3	8,6	8,6	88,6
	S2	4	11,4	11,4	100,0
	Total	35	100,0	100,0	

Status pernikahan

Status Pernikahan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Menikah	14	40,0	40,0	40,0
	Belum Menikah	21	60,0	60,0	100,0
	Total	35	100,0	100,0	

Pengalaman kerja

Pengalaman Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 10 Tahun	33	94,3	94,3	94,3
	10 - 20 Tahun	1	2,9	2,9	97,1
	> 20 Tahun	1	2,9	2,9	100,0
	Total	35	100,0	100,0	

Lampiran 4 Mean, min , max, Std.Deviasi

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
JS	35	3	5	3,91	,562
TI	35	3	5	4,00	,686
CO	35	3	4	3,10	,246
Valid N (listwise)	35				

Lampiran 5 Uji Validitas

Turnover intention

Correlations

		Ti1	Ti2	Ti3	TI
Ti1	Pearson Correlation	1	,824**	,383*	,876**
	Sig. (2-tailed)		,000	,023	,000
	N	35	35	35	35
Ti2	Pearson Correlation	,824**	1	,359*	,862**
	Sig. (2-tailed)	,000		,034	,000
	N	35	35	35	35
Ti3	Pearson Correlation	,383*	,359*	1	,736**
	Sig. (2-tailed)	,023	,034		,000
	N	35	35	35	35
TI	Pearson Correlation	,876**	,862**	,736**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	35	35	35	35

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

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

Stres kerja

Correlations

		Js1	Js2	Js3	Js4	Js5	Js6	Js7	Js8	Js9	Js10	Js11	Js12	Js13	Js14	Js15	Js16	Js17	Js18	Js19	Js20	Js21	Js22	Js23	JS
Js1	Pearson Correlation	1	,944**	,835**	,537**	,552**	,596**	,374*	,390*	,282	,306	,225	,155	,279	,122	,108	,113	,000	,306	,306	,305	,070	,069	-,015	,567**
	Sig. (2-tailed)		,000	,000	,001	,001	,000	,027	,020	,100	,074	,194	,373	,104	,487	,536	,520	1,000	,074	,074	,075	,689	,693	,934	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js2	Pearson Correlation	,944**	1	,885**	,569**	,585**	,631**	,397*	,473**	,299	,325	,238	,165	,296	,047	,034	,050	,000	,263	,263	,268	,074	,039	-,088	,558**
	Sig. (2-tailed)	,000		,000	,000	,000	,000	,018	,004	,081	,057	,168	,345	,085	,789	,845	,777	1,000	,127	,127	,120	,671	,824	,617	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js3	Pearson Correlation	,835**	,885**	1	,587**	,629**	,572**	,412*	,384*	,260	,403*	,352*	,254	,161	-,026	-,028	,042	,081	,128	,197	,171	,036	-,022	-,133	,505**
	Sig. (2-tailed)	,000	,000		,000	,000	,000	,014	,023	,131	,016	,038	,140	,356	,881	,872	,809	,645	,464	,258	,325	,837	,901	,447	,002
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js4	Pearson Correlation	,537**	,569**	,587**	1	,608**	,730**	,702**	,654**	,385*	,218	,441**	,375*	,395*	-,045	-,048	,138	,051	,276	,218	,292	,103	,093	,015	,616**
	Sig. (2-tailed)	,001	,000	,000		,000	,000	,000	,000	,022	,209	,008	,026	,019	,799	,784	,428	,769	,108	,209	,089	,557	,594	,933	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js5	Pearson Correlation	,562**	,585**	,629**	,608**	1	,875**	,564**	,574**	,466**	,585**	,442**	,259	,277	-,013	,086	,265	,163	,307	,307	,292	,234	,259	,157	,703**
	Sig. (2-tailed)	,001	,000	,000	,000		,000	,000	,000	,005	,000	,008	,134	,107	,940	,625	,124	,351	,072	,072	,088	,176	,132	,367	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js6	Pearson Correlation	,596**	,631**	,572**	,730**	,875**	1	,718**	,665**	,499**	,439**	,502**	,237	,414*	-,024	,141	,257	,075	,311	,247	,275	,169	,193	,102	,715**
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000	,000	,002	,008	,002	,171	,013	,889	,419	,136	,669	,069	,153	,110	,331	,265	,559	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js7	Pearson Correlation	,374*	,397*	,412*	,702**	,564**	,718**	1	,678**	,487**	,290	,514**	,262	,242	-,153	-,018	,192	,172	,343*	,290	,244	,074	,140	-,067	,580**
	Sig. (2-tailed)	,027	,018	,014	,000	,000	,000		,000	,003	,091	,002	,128	,161	,381	,919	,270	,323	,044	,091	,158	,671	,422	,701	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js8	Pearson Correlation	,390*	,473**	,384*	,654**	,574**	,665**	,678**	1	,735**	,532**	,460**	,420*	,439**	,000	,062	,254	,138	,413*	,354*	,393*	,050	,099	-,069	,665**
	Sig. (2-tailed)	,020	,004	,023	,000	,000	,000	,000		,000	,001	,005	,012	,008	1,000	,725	,140	,428	,014	,037	,020	,775	,573	,692	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js9	Pearson Correlation	,282	,299	,260	,385*	,466**	,499**	,487**	,735**	1	,792**	,572**	,605**	,432**	,059	,120	,303	,126	,484**	,361*	,397*	,041	,220	,098	,672**
	Sig. (2-tailed)	,100	,081	,131	,022	,005	,002	,003	,000		,000	,000	,000	,009	,737	,494	,077	,470	,003	,033	,018	,815	,203	,574	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js10	Pearson Correlation	,306	,325	,403*	,218	,585**	,439**	,290	,532**	,792**	1	,683**	,589**	,338*	,047	,115	,328	,180	,325	,386*	,323	,074	,210	,057	,627**
	Sig. (2-tailed)	,074	,057	,016	,209	,000	,008	,091	,001	,000		,000	,000	,047	,789	,512	,054	,301	,057	,022	,058	,671	,226	,746	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js11	Pearson Correlation	,225	,238	,352*	,441**	,442**	,502**	,514**	,460**	,572**	,683**	1	,709**	,528**	-,032	,017	,284	,130	,238	,294	,262	-,043	,004	-,014	,573**
	Sig. (2-tailed)	,194	,168	,038	,008	,008	,002	,002	,005	,000	,000		,000	,001	,856	,925	,098	,456	,168	,087	,128	,808	,980	,936	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js12	Pearson Correlation	,155	,165	,254	,375*	,259	,237	,262	,420*	,605**	,589**	,709**	1	,568**	,035	-,066	,198	,018	,347*	,407*	,433**	-,013	-,039	,015	,515**
	Sig. (2-tailed)	,373	,345	,140	,026	,134	,171	,128	,012	,000	,000	,000		,000	,843	,708	,253	,919	,041	,015	,009	,939	,826	,931	,002
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js13	Pearson Correlation	,279	,296	,161	,395*	,277	,414*	,242	,439**	,432**	,338*	,528**	,568**	1	,169	,243	,258	-,074	,211	,169	,235	-,072	-,071	,000	,481**
	Sig. (2-tailed)	,104	,085	,356	,019	,107	,013	,161	,008	,009	,047	,001	,000		,331	,160	,134	,672	,223	,332	,173	,683	,687	1,000	,003
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js14	Pearson Correlation	,122	,047	-,026	-,045	-,013	-,024	-,153	,000	,059	,047	-,032	,035	,169	1	,841**	,690**	,480**	,457**	,457**	,421*	,140	,195	,344*	,360*
	Sig. (2-tailed)	,487	,789	,881	,799	,940	,889	,381	1,000	,737	,789	,856	,843	,331		,000	,000	,004	,006	,006	,012	,421	,260	,043	,034
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js15	Pearson Correlation	,108	,034	-,028	-,048	,086	,141	-,018	,062	,120	,115	,017	-,066	,243	,841**	1	,725**	,446**	,275	,275	,251	,066	,210	,229	,346*
	Sig. (2-tailed)	,536	,845	,872	,784	,625	,419	,919	,725	,494	,512	,925	,708	,160	,000		,000	,007	,110	,110	,145	,705	,225	,186	,042
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js16	Pearson Correlation	,113	,050	,042	,138	,265	,257	,192	,254	,303	,328	,284	,198	,258	,690**	,725**	1	,591**	,537**	,537**	,584**	,240	,304	,222	,578**
	Sig. (2-tailed)	,520	,777	,809	,428	,124	,136	,270	,140	,077	,054	,098	,253	,134	,000	,000		,000	,001	,001	,000	,165	,076	,200	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js17	Pearson Correlation	,000	,000	,081	,051	,163	,075	,172	,138	,126	,180	,130	,018	-,074	,480**	,446**	,591**	1	,629**	,629**	,598**	,457**	,400*	,317	,479**
	Sig. (2-tailed)	1,000	1,000	,645	,769	,351	,669	,323	,428	,470	,301	,456	,919	,672	,004	,007	,000		,000	,000	,000	,006	,017	,064	,004
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js18	Pearson Correlation	,306	,263	,128	,276	,307	,311	,343*	,413*	,484**	,325	,238	,347*	,211	,457**	,275	,537**	,629**	1	,877**	,875**	,421*	,449**	,382*	,740**
	Sig. (2-tailed)	,074	,127	,464	,108	,072	,069	,044	,014	,003	,057	,168	,041	,223	,006	,110	,001	,000		,000	,000	,012	,007	,024	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js19	Pearson Correlation	,306	,263	,197	,218	,307	,247	,290	,354*	,361*	,386*	,294	,407*	,169	,457**	,275	,537**	,629**	,877**	1	,930**	,421*	,415*	,345*	,723**
	Sig. (2-tailed)	,074	,127	,258	,209	,072	,153	,091	,037	,033	,022	,087	,015	,332	,006	,110	,001	,000	,000		,000	,012	,013	,042	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js20	Pearson Correlation	,305	,268	,171	,292	,292	,275	,244	,393*	,397*	,323	,262	,433**	,235	,421*	,251	,584**	,598**	,875**	,930**	1	,426*	,412*	,315	,726**
	Sig. (2-tailed)	,075	,120	,325	,089	,088	,110	,158	,020	,018	,058	,128	,009	,173	,012	,145	,000	,000	,000	,000		,011	,014	,065	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js21	Pearson Correlation	,070	,074	,036	,103	,234	,169	,074	,050	,041	,074	-,043	-,013	-,072	,140	,066	,240	,457**	,421*	,421*	,426*	1	,865**	,775**	,497**
	Sig. (2-tailed)	,689	,671	,837	,557	,176	,331	,671	,775	,815	,671	,808	,939	,683	,421	,705	,165	,006	,012	,012	,011		,000	,000	,002
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js22	Pearson Correlation	,069	,039	-,022	,093	,259	,193	,140	,099	,220	,210	,004	-,039	-,071	,195	,210	,304	,400*	,449**	,415*	,412*	,865**	1	,809**	,547**
	Sig. (2-tailed)	,693	,824	,901	,594	,132	,265	,422	,573	,203	,226	,980	,826	,687	,260	,225	,076	,017	,007	,013	,014	,000		,000	,001
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Js23	Pearson Correlation	-,015	-,088	-,133	,015	,157	,102	-,067	-,069	,098	,057	-,014	,015	,000	,344*	,229	,222	,317	,382*	,345*	,315	,775**	,809**	1	,439**
	Sig. (2-tailed)	,934	,617	,447	,933	,367	,559	,701	,692	,574	,746	,936	,931	1,000	,043	,186	,200	,064	,024	,042	,065	,000	,000		,008
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
JS	Pearson Correlation	,567**	,558**	,505**	,616**	,703**	,715**	,580**	,665**	,672**	,627**	,573**	,515**	,481**	,360*	,346*	,578**	,479**	,740**	,723**	,726**	,497**	,547**	,439**	1
	Sig. (2-tailed)	,000	,000	,002	,000	,000	,000	,000	,000	,000	,000	,000	,002	,003	,034	,042	,000	,004	,000	,000	,000	,002	,001	,008	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

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

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

Komitmen organisasi

Correlations

		Co1	Co2	Co3	Co4	Co5	Co6	Co7	Co8	Co9	Co10	Co11	Co12	Co13	Co14	Co15	Co16	Co17	Co18	Co19	Co20	Co21	Co22	Co23	Co24	CO
Co1	Pearson Correlation	1	,300	,285	,388*	,393*	,282	,531**	,735**	,056	,282	-,253	,177	,326	,189	-,101	,368*	,353*	,354*	,469**	,235	,323	,095	,093	,156	,630**
	Sig. (2-tailed)		,080	,097	,021	,019	,101	,001	,000	,749	,101	,143	,308	,056	,276	,565	,029	,038	,037	,004	,175	,058	,587	,594	,372	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co2	Pearson Correlation	,300	1	,161	,191	,410*	,944**	,378*	,330	-,102	,133	-,099	,167	,186	,034	,000	,139	,159	-,019	,344*	-,083	,110	,027	,014	,127	,424*
	Sig. (2-tailed)	,080		,357	,271	,014	,000	,025	,053	,560	,448	,573	,339	,286	,844	1,000	,425	,361	,915	,043	,637	,528	,879	,937	,466	,011
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co3	Pearson Correlation	,285	,161	1	,043	,079	,142	,258	,226	,209	,791**	-,055	-,034	,159	,723**	,409*	,245	,142	,354*	,456**	,208	,118	-,154	-,259	-,053	,474**
	Sig. (2-tailed)	,097	,357		,807	,650	,416	,134	,191	,228	,000	,753	,847	,363	,000	,015	,156	,417	,037	,006	,230	,499	,377	,132	,763	,004
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co4	Pearson Correlation	,388*	,191	,043	1	,756**	,323	,363*	,292	,068	,066	-,197	,030	-,172	,057	,000	,172	,251	,304	,335*	,376*	,162	,086	,312	,377*	,496**
	Sig. (2-tailed)	,021	,271	,807		,000	,058	,032	,088	,699	,706	,257	,863	,324	,744	1,000	,324	,146	,076	,049	,026	,353	,625	,068	,026	,002
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co5	Pearson Correlation	,393*	,410*	,079	,756**	1	,495**	,531**	,255	,056	,070	-,253	,080	-,071	,079	,000	,071	,239	,234	,224	,323	,146	,095	,182	,337*	,508**
	Sig. (2-tailed)	,019	,014	,650	,000		,003	,001	,139	,749	,690	,143	,646	,686	,652	1,000	,686	,166	,176	,196	,058	,402	,587	,296	,048	,002
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co6	Pearson Correlation	,282	,944**	,142	,323	,495**	1	,460**	,400*	-,118	,108	-,038	,151	,193	,017	,000	,119	,160	,105	,448**	-,003	,090	,031	,016	,204	,483**
	Sig. (2-tailed)	,101	,000	,416	,058	,003		,005	,017	,501	,536	,829	,385	,266	,925	1,000	,496	,360	,549	,007	,988	,607	,861	,928	,240	,003
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co7	Pearson Correlation	,531**	,378*	,258	,363*	,531**	,460**	1	,526**	-,043	,218	-,082	,044	,000	,126	,000	,113	,310	,385*	,335*	,081	,181	,136	-,081	,207	,522**
	Sig. (2-tailed)	,001	,025	,134	,032	,001	,005		,001	,808	,208	,638	,801	1,000	,471	1,000	,518	,070	,023	,049	,645	,297	,435	,645	,233	,001
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co8	Pearson Correlation	,735**	,330	,226	,292	,255	,400*	,526**	1	,160	,199	-,291	,137	,269	,120	-,095	,296	,252	,323	,522**	,081	,249	-,053	-,069	,185	,535**
	Sig. (2-tailed)	,000	,053	,191	,088	,139	,017	,001		,360	,252	,089	,433	,118	,493	,585	,084	,144	,058	,001	,642	,149	,761	,692	,288	,001
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co9	Pearson Correlation	,056	-,102	,209	,068	,056	-,118	-,043	,160	1	,569**	-,150	,305	,092	,408*	,093	,000	,042	,200	-,068	,799**	,147	,189	,342*	,251	,440**
	Sig. (2-tailed)	,749	,560	,228	,699	,749	,501	,808	,360		,000	,389	,075	,601	,015	,596	1,000	,811	,249	,699	,000	,400	,277	,044	,145	,008
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co10	Pearson Correlation	,282	,133	,791**	,066	,070	,108	,218	,199	,569**	1	-,133	,355*	,193	,712**	,422*	,223	,160	,358*	,448**	,554**	,090	,210	,109	,299	,679**
	Sig. (2-tailed)	,101	,448	,000	,706	,690	,536	,208	,252	,000		,447	,036	,266	,000	,011	,198	,360	,035	,007	,001	,607	,226	,535	,081	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co11	Pearson Correlation	-,253	-,099	-,055	-,197	-,253	-,038	-,082	-,291	-,150	-,133	1	-,277	-,354*	-,197	-,449**	-,443**	-,222	-,258	-,241	-,032	-,347*	-,091	-,126	-,324	-,350*
	Sig. (2-tailed)	,143	,573	,753	,257	,143	,829	,638	,089	,389	,447		,107	,037	,256	,007	,008	,199	,134	,164	,857	,041	,601	,470	,058	,039
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co12	Pearson Correlation	,177	,167	-,034	,030	,080	,151	,044	,137	,305	,355*	-,277	1	,136	,273	,289	,149	,127	,221	,322	,295	,126	,260	,261	,224	,449**
	Sig. (2-tailed)	,308	,339	,847	,863	,646	,385	,801	,433	,075	,036	,107		,436	,113	,092	,391	,466	,202	,059	,085	,471	,132	,129	,196	,007
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co13	Pearson Correlation	,326	,186	,159	-,172	-,071	,193	,000	,269	,092	,193	-,354*	,136	1	,186	,197	,361*	,523**	,253	,292	,074	,074	,060	,161	,241	,398*
	Sig. (2-tailed)	,056	,286	,363	,324	,686	,266	1,000	,118	,601	,266	,037	,436		,286	,256	,033	,001	,142	,089	,672	,672	,733	,356	,162	,018
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co14	Pearson Correlation	,189	,034	,723**	,057	,079	,017	,126	,120	,408*	,712**	-,197	,273	,186	1	,439**	,248	,159	,376*	,344*	,400*	,303	,120	,014	,028	,557**
	Sig. (2-tailed)	,276	,844	,000	,744	,652	,925	,471	,493	,015	,000	,256	,113	,286		,008	,152	,361	,026	,043	,017	,077	,493	,937	,872	,001
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co15	Pearson Correlation	-,101	,000	,409*	,000	,000	,000	,000	-,095	,093	,422*	-,449**	,289	,197	,439**	1	,394*	,225	,359*	,487**	,088	,263	,085	,000	,180	,381*
	Sig. (2-tailed)	,565	1,000	,015	1,000	1,000	1,000	1,000	,585	,596	,011	,007	,092	,256	,008		,019	,193	,034	,003	,616	,126	,628	1,000	,300	,024
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co16	Pearson Correlation	,368*	,139	,245	,172	,071	,119	,113	,296	,000	,223	-,443**	,149	,361*	,248	,394*	1	,365*	,455**	,549**	,012	,272	-,143	-,074	,292	,454**
	Sig. (2-tailed)	,029	,425	,156	,324	,686	,496	,518	,084	1,000	,198	,008	,391	,033	,152	,019		,031	,006	,001	,944	,114	,411	,672	,088	,006
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co17	Pearson Correlation	,353*	,159	,142	,251	,239	,160	,310	,252	,042	,160	-,222	,127	,523**	,159	,225	,365*	1	,277	,298	,034	,034	,085	,192	,232	,477**
	Sig. (2-tailed)	,038	,361	,417	,146	,166	,360	,070	,144	,811	,360	,199	,466	,001	,361	,193	,031		,107	,082	,847	,847	,629	,269	,179	,004
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co18	Pearson Correlation	,354*	-,019	,354*	,304	,234	,105	,385*	,323	,200	,358*	-,258	,221	,253	,376*	,359*	,455**	,277	1	,571**	,297	,403*	,107	-,102	,093	,586**
	Sig. (2-tailed)	,037	,915	,037	,076	,176	,549	,023	,058	,249	,035	,134	,202	,142	,026	,034	,006	,107		,000	,083	,016	,539	,559	,597	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co19	Pearson Correlation	,469**	,344*	,456**	,335*	,224	,448**	,335*	,522**	-,068	,448**	-,241	,322	,292	,344*	,487**	,549**	,298	,571**	1	,052	,266	,018	-,098	,283	,669**
	Sig. (2-tailed)	,004	,043	,006	,049	,196	,007	,049	,001	,699	,007	,164	,059	,089	,043	,003	,001	,082	,000		,767	,123	,920	,576	,100	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co20	Pearson Correlation	,235	-,083	,208	,376*	,323	-,003	,081	,081	,799**	,554**	-,032	,295	,074	,400*	,088	,012	,034	,297	,052	1	,152	,324	,476**	,328	,581**
	Sig. (2-tailed)	,175	,637	,230	,026	,058	,988	,645	,642	,000	,001	,857	,085	,672	,017	,616	,944	,847	,083	,767		,383	,058	,004	,054	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co21	Pearson Correlation	,323	,110	,118	,162	,146	,090	,181	,249	,147	,090	-,347*	,126	,074	,303	,263	,272	,034	,403*	,266	,152	1	,249	-,064	-,068	,394*
	Sig. (2-tailed)	,058	,528	,499	,353	,402	,607	,297	,149	,400	,607	,041	,471	,672	,077	,126	,114	,847	,016	,123	,383		,149	,715	,698	,019
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co22	Pearson Correlation	,095	,027	-,154	,086	,095	,031	,136	-,053	,189	,210	-,091	,260	,060	,120	,085	-,143	,085	,107	,018	,324	,249	1	,517**	,328	,359*
	Sig. (2-tailed)	,587	,879	,377	,625	,587	,861	,435	,761	,277	,226	,601	,132	,733	,493	,628	,411	,629	,539	,920	,058	,149		,001	,054	,034
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co23	Pearson Correlation	,093	,014	-,259	,312	,182	,016	-,081	-,069	,342*	,109	-,126	,261	,161	,014	,000	-,074	,192	-,102	-,098	,476**	-,064	,517**	1	,566**	,345*
	Sig. (2-tailed)	,594	,937	,132	,068	,296	,928	,645	,692	,044	,535	,470	,129	,356	,937	1,000	,672	,269	,559	,576	,004	,715	,001		,000	,042
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Co24	Pearson Correlation	,156	,127	-,053	,377*	,337*	,204	,207	,185	,251	,299	-,324	,224	,241	,028	,180	,292	,232	,093	,283	,328	-,068	,328	,566**	1	,516**
	Sig. (2-tailed)	,372	,466	,763	,026	,048	,240	,233	,288	,145	,081	,058	,196	,162	,872	,300	,088	,179	,597	,100	,054	,698	,054	,000		,002
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
CO	Pearson Correlation	,630**	,424*	,474**	,496**	,508**	,483**	,522**	,535**	,440**	,679**	-,350*	,449**	,398*	,557**	,381*	,454**	,477**	,586**	,669**	,581**	,394*	,359*	,345*	,516**	1
	Sig. (2-tailed)	,000	,011	,004	,002	,002	,003	,001	,001	,008	,000	,039	,007	,018	,001	,024	,006	,004	,000	,000	,000	,019	,034	,042	,002	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

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

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

Lampiran 6 Uji Reliabilitas

Stres kerja

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,746	,921	24

Turnover intention

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,834	,892	4

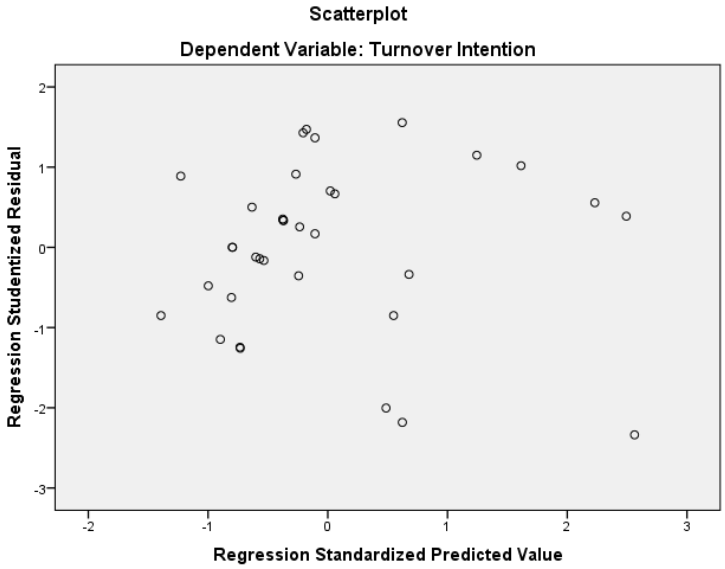
Komitmen organisasi

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,727	,862	25

Lampiran 7 Uji Asumsi Klasik

Heteroskedastisitas



Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		35
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	1,58957885
Most Extreme Differences	Absolute	,128
	Positive	,061
	Negative	-,128
Test Statistic		,128
Asymp. Sig. (2-tailed)		,158[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Linieritas

Stres kerja – komitmen organisasi

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Komitmen Organisasi * Stres Kerja	Between Groups	(Combined)	809,543	20	40,477	,397	,971
		Linearity	,691	1	,691	,007	,936
		Deviation from Linearity	808,852	19	42,571	,417	,961
	Within Groups		1429,200	14	102,086		
	Total		2238,743	34			

Stres kerja – turnover intention

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Turnover Intention * Stres Kerja	Between Groups	(Combined)	106,555	20	5,328	3,327	,013
		Linearity	34,311	1	34,311	21,429	,000
		Deviation from Linearity	72,243	19	3,802	2,375	,052
	Within Groups		22,417	14	1,601		
	Total		128,971	34			

Komitmen – turnover intention

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Turnover Intention * Komitmen Organisasi	Between Groups	(Combined)	79,876	20	3,994	1,139	,409
		Linearity	2,257	1	2,257	,644	,436
		Deviation from Linearity	77,619	19	4,085	1,165	,392
	Within Groups		49,095	14	3,507		
	Total		128,971	34			

Multikolonieritas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	,409	3,708		,110	,913		
	Komitmen Organisasi	,034	,036	,141	,946	,351	1,000	1,000
	Stres Kerja	,103	,030	,518	3,469	,002	1,000	1,000

a. Dependent Variable: Turnover Intention

Lampiran 8 Uji Regresi

Stres kerja – Turnover intention

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,085	,665		1,631	,112
	JS	,745	,168	,610	4,425	,000

a. Dependent Variable: TI

Stres kerja – Komitmen organisasi

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,881	,298		9,666	,000
	JS	,057	,075	,130	,751	,458

a. Dependent Variable: CO

Komitmen – Turnover intention

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,518	1,386		,374	,711
	CO	1,122	,445	,402	2,519	,017

a. Dependent Variable: TI