

LAMPIRAN 1. KUISIONER

No	JOB EMBEDDEDNESS	STS	TS	KS	S	SS
		1	2	3	4	5
	<i>Job Embeddedness - Organizational fit</i>					
1	Pekerjaan saya memberdayakan kemampuan saya dengan baik					
2	Sayamerasacocok untuk bekerja disini					
	<i>Job Embeddedness - Organizational links</i>					
3	Saya bekerja dekat dengan rekan kerja					
4	Saya termasuk aktif di kelompok kerja					
5	Pada saat bekerja, saya berinteraksi secara aktifke pada pekerja lain					
	<i>Job Embeddedness - Organizational Sacrifice</i>					
6	Saya percaya prospek sebagai pekerja disini itu bagus					
7	Jika saya bekerja disini, saya akan meraih banyak tujuan hidup saya					
8	Saya akan kehilangan banyak hal jika meninggalkan pekerjaan ini					
9	Saya punya banyak kebebasan pada pekerjaan ini untuk meraih tujuan hidup saya.					
	Career barriers					
10	Saya merasa proses promosi kerja kurang adil					
11	Saya kurang percaya diri untuk dipromosikan					
12	Saya kurang kualifikasi untuk dipromosikan					
	Kinerja					
13	Saya mampu bekerja sesuai target					
14	Pekerjaan saya selesai tepat waktu					
15	Hasil pekerjaan saya mampu memenuhi criteria dan target yang ditentukan					

LAMPIRAN 2 DATA RESPONDEN

N O	JE F 1	JE F 2	JEL 1	JEL 2	JEL 3	JES 1	JES 2	JES 3	JES 4	JML JE	K 1	K 2	K 3	JML K	CB 1	CB 2	CB 3	JML CB	MODERA SI
1	3	4	3	4	4	4	4	2	4	32	4	4	4	12	3	2	4	9	288
2	3	3	4	4	4	4	4	5	3	34	4	4	3	11	2	1	2	5	170
3	2	3	3	3	2	4	2	3	4	26	3	3	2	8	4	4	4	12	312
4	1	2	3	3	3	3	2	3	3	23	3	3	2	8	4	4	4	12	276
5	4	3	4	4	4	4	3	2	2	30	3	3	3	9	5	5	5	15	450
6	4	4	4	4	4	5	4	4	3	36	3	3	3	9	4	4	4	12	432
7	4	4	4	4	4	5	4	4	3	36	5	5	5	15	4	4	4	12	432
8	2	2	3	3	4	2	2	3	2	23	4	4	4	12	4	2	2	8	184
9	3	4	4	4	4	4	4	3	2	32	4	4	4	12	3	2	2	7	224

10	4	2	4	3	4	4	4	2	5	32	3	3	3	9	5	2	2	9	288
11	3	3	2	3	4	3	4	3	4	29	3	4	3	10	2	4	5	11	319
12	4	4	4	4	4	5	4	4	3	36	4	5	4	13	3	2	3	8	288
13	3	3	4	4	4	3	3	3	3	30	4	4	4	12	3	3	3	9	270
14	3	2	3	2	4	2	2	2	2	22	3	2	2	7	5	5	5	15	330
15	3	3	3	3	3	4	3	3	3	28	3	3	3	9	4	4	4	12	336
16	3	3	5	5	5	5	4	4	5	39	5	5	5	15	4	4	4	12	468
17	3	4	3	3	4	3	4	2	3	29	4	3	4	11	3	3	3	9	261
18	4	2	4	3	4	4	4	2	5	32	3	3	3	9	5	2	2	9	288
19	3	3	2	3	4	3	4	3	4	29	3	4	3	10	2	4	5	11	319
20	2	3	4	4	4	2	3	3	4	29	4	5	4	13	3	2	3	8	232

21	3	3	4	4	4	3	3	3	3	30	4	4	4	12	3	3	3	9	270
22	3	2	3	2	4	2	2	2	2	22	3	2	2	7	5	5	5	15	330
23	3	3	3	3	3	4	3	3	3	28	3	3	3	9	4	4	4	12	336
24	3	3	5	5	5	5	4	4	5	39	5	5	5	15	4	4	4	12	468
25	3	4	3	3	4	3	4	2	3	29	4	3	4	11	3	3	3	9	261
26	4	4	4	4	4	5	4	4	3	36	3	3	3	9	2	2	2	6	216
27	3	3	3	4	4	1	1	4	2	25	5	5	5	15	3	2	2	7	175
28	2	2	3	3	4	2	2	3	2	23	4	4	4	12	4	2	2	8	184
29	1	2	3	3	3	3	2	3	3	23	3	3	2	8	4	4	4	12	276
30	1	2	3	3	3	3	2	3	3	23	3	3	2	8	4	4	4	12	276
31	4	4	4	3	2	4	4	2	4	31	4	4	4	12	4	3	3	10	310

32	5	5	5	4	5	4	4	4	4	40	4	4	4	12	3	3	3	9	360
33	4	4	3	4	3	4	3	4	4	33	4	4	4	12	3	2	2	7	231
34	4	4	4	4	4	4	4	4	4	36	4	4	4	12	3	3	3	9	324
35	3	4	4	4	4	4	4	3	4	34	4	4	4	12	4	4	4	12	408
36	3	2	3	2	4	2	2	2	2	22	3	3	3	9	4	4	4	12	264
37	3	3	3	4	4	1	1	4	2	25	5	5	5	15	4	4	4	12	300
38	2	2	3	3	4	2	2	3	2	23	4	4	4	12	4	2	2	8	184
39	3	4	4	4	4	4	4	3	2	32	4	4	4	12	3	2	2	7	224
40	3	2	3	2	4	2	2	2	2	22	3	3	3	9	5	2	2	9	198
41	3	3	2	3	4	3	4	3	4	29	3	4	3	10	2	4	5	11	319
42	2	3	4	4	4	2	3	3	4	29	4	5	4	13	3	2	3	8	232

43	3	3	4	4	4	3	3	3	3	30	4	4	4	12	3	3	3	9	270
44	3	2	3	2	4	2	2	2	2	22	3	2	2	7	5	5	5	15	330
45	3	3	3	3	3	4	3	3	3	28	3	3	3	9	4	4	4	12	336
46	5	4	4	4	4	4	4	4	3	36	4	4	4	12	3	2	2	7	252
47	4	4	5	4	4	4	4	4	3	36	4	4	4	12	3	4	4	11	396
48	4	4	5	4	4	4	3	4	3	35	4	4	4	12	3	4	4	11	385
49	5	5	4	4	5	5	4	4	3	39	5	5	5	15	3	3	3	9	351
50	3	3	3	3	3	1	1	1	5	23	2	2	2	6	2	2	2	6	138
51	3	3	3	3	3	2	2	2	5	26	3	3	3	9	4	3	3	10	260
52	4	4	4	4	4	4	4	4	4	36	4	4	4	12	3	3	3	9	324
53	4	4	4	4	4	4	4	4	4	36	4	4	4	12	3	3	3	9	324

54	4	4	4	4	3	4	3	3	3	32	4	4	4	12	4	2	2	8	256
55	4	4	4	4	4	4	3	4	3	34	5	5	5	15	5	2	2	9	306
56	2	2	3	4	4	2	2	2	4	25	4	4	4	12	5	2	2	9	225
57	2	2	4	4	4	2	2	2	4	26	4	4	4	12	5	2	2	9	234
58	4	4	4	4	4	4	4	4	4	36	4	4	4	12	2	2	2	6	216
59	3	3	3	3	3	1	1	1	5	23	4	4	4	12	5	2	2	9	207
60	4	4	4	4	4	4	4	4	4	36	4	4	4	12	1	1	1	3	108
61	5	5	5	5	5	5	5	5	5	45	5	5	5	15	5	5	5	15	675
62	3	3	4	5	4	3	3	2	3	30	5	5	5	15	5	5	1	11	330
63	5	4	4	4	4	4	4	4	4	37	4	4	4	12	3	2	2	7	259
64	4	4	4	4	4	5	4	4	3	36	4	4	4	12	3	3	3	9	324

65	4	4	4	5	4	3	3	2	3	32	5	5	5	15	5	4	1	10	320
66	3	4	4	4	4	4	4	4	3	34	4	4	4	12	5	2	2	9	306
67	4	4	4	4	4	4	4	4	4	36	3	3	3	9	5	1	1	7	252
68	4	4	4	4	4	4	4	4	4	36	5	5	5	15	5	2	2	9	324
69	2	3	4	4	2	2	2	3	3	25	4	4	4	12	2	2	3	7	175
70	4	4	4	4	4	4	4	4	4	36	4	4	4	12	5	2	2	9	324
71	4	4	4	4	4	4	4	4	4	36	4	4	4	12	1	1	1	3	108
72	2	3	4	4	2	2	2	3	3	25	3	3	3	9	5	3	3	11	275
73	4	4	4	4	4	4	3	4	3	34	5	5	5	15	5	5	1	11	374
74	2	2	3	4	4	2	2	2	4	25	4	4	4	12	3	2	2	7	175
75	2	2	4	4	4	2	2	2	4	26	4	4	4	12	3	3	3	9	234

76	1	2	3	4	3	3	2	3	3	24	3	3	3	9	5	4	1	10	240
77	3	3	3	3	3	1	1	1	5	23	3	4	3	10	2	2	2	6	138
78	4	2	2	4	4	3	4	2	2	27	4	5	4	13	5	2	2	9	243
79	4	4	4	4	3	4	4	2	2	31	4	4	4	12	1	1	2	4	124
80	4	3	3	3	4	3	4	4	4	32	4	4	4	12	5	2	2	9	288

LAMPIRAN 3 DATA MENTAH UJI REGRESI

NO	JE F 1	JE F 2	JEL 1	JEL 2	JEL 3	JES 1	JES 2	JES 3	JES 4	JML JE	K 1	K 2	K 3	JML K	CB 1	CB 2	CB 3	JML CB	MODERASI
1	3	4	3	4	4	4	4	2	4	32	4	4	4	12	3	2	4	9	288
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3	2	3	3	3	2	4	2	3	4	26	3	3	2	8	4	4	4	12	312
4	1	2	3	3	3	3	2	3	3	23	3	3	2	8	4	4	4	12	276
5	4	3	4	4	4	4	3	2	2	30	3	3	3	9	5	5	5	15	450
6	4	4	4	4	4	5	4	4	3	36	3	3	3	9	4	4	4	12	432
7	4	4	4	4	4	5	4	4	3	36	5	5	5	15	4	4	4	12	432
8	2	2	3	3	4	2	2	3	2	23	4	4	4	12	4	2	2	8	184

9	3	4	4	4	4	4	4	3	2	32	4	4	4	12	3	2	2	7	224
10	4	2	4	3	4	4	4	2	5	32	3	3	3	9	5	2	2	9	288
11	3	3	2	3	4	3	4	3	4	29	3	4	3	10	2	4	5	11	319
12	4	4	4	4	4	5	4	4	3	36	4	5	4	13	3	2	3	8	288
13	3	3	4	4	4	3	3	3	3	30	4	4	4	12	3	3	3	9	270
14	3	2	3	2	4	2	2	2	2	22	3	2	2	7	5	5	5	15	330
15	3	3	3	3	3	4	3	3	3	28	3	3	3	9	4	4	4	12	336
16	3	3	5	5	5	5	4	4	5	39	5	5	5	15	4	4	4	12	468
17	3	4	3	3	4	3	4	2	3	29	4	3	4	11	3	3	3	9	261
18	4	2	4	3	4	4	4	2	5	32	3	3	3	9	5	2	2	9	288

19	3	3	2	3	4	3	4	3	4	29	3	4	3	10	2	4	5	11	319
20	2	3	4	4	4	2	3	3	4	29	4	5	4	13	3	2	3	8	232
21	3	3	4	4	4	3	3	3	3	30	4	4	4	12	3	3	3	9	270
22	3	2	3	2	4	2	2	2	2	22	3	2	2	7	5	5	5	15	330
23	3	3	3	3	3	4	3	3	3	28	3	3	3	9	4	4	4	12	336
24	3	3	5	5	5	5	4	4	5	39	5	5	5	15	4	4	4	12	468
25	3	4	3	3	4	3	4	2	3	29	4	3	4	11	3	3	3	9	261
26	4	4	4	4	4	5	4	4	3	36	3	3	3	9	2	2	2	6	216
27	3	3	3	4	4	1	1	4	2	25	5	5	5	15	3	2	2	7	175
28	2	2	3	3	4	2	2	3	2	23	4	4	4	12	4	2	2	8	184

29	1	2	3	3	3	3	2	3	3	23	3	3	2	8	4	4	4	12	276
30	1	2	3	3	3	3	2	3	3	23	3	3	2	8	4	4	4	12	276
31	4	4	4	3	2	4	4	2	4	31	4	4	4	12	4	3	3	10	310
32	5	5	5	4	5	4	4	4	4	40	4	4	4	12	3	3	3	9	360
33	4	4	3	4	3	4	3	4	4	33	4	4	4	12	3	2	2	7	231
34	4	4	4	4	4	4	4	4	4	36	4	4	4	12	3	3	3	9	324
35	3	4	4	4	4	4	4	3	4	34	4	4	4	12	4	4	4	12	408
36	3	2	3	2	4	2	2	2	2	22	3	3	3	9	4	4	4	12	264
37	3	3	3	4	4	1	1	4	2	25	5	5	5	15	4	4	4	12	300
38	2	2	3	3	4	2	2	3	2	23	4	4	4	12	4	2	2	8	184

39	3	4	4	4	4	4	4	3	2	32	4	4	4	12	3	2	2	7	224
40	3	2	3	2	4	2	2	2	2	22	3	3	3	9	5	2	2	9	198
41	3	3	2	3	4	3	4	3	4	29	3	4	3	10	2	4	5	11	319
42	2	3	4	4	4	2	3	3	4	29	4	5	4	13	3	2	3	8	232
43	3	3	4	4	4	3	3	3	3	30	4	4	4	12	3	3	3	9	270
44	3	2	3	2	4	2	2	2	2	22	3	2	2	7	5	5	5	15	330
45	3	3	3	3	3	4	3	3	3	28	3	3	3	9	4	4	4	12	336
46	5	4	4	4	4	4	4	4	3	36	4	4	4	12	3	2	2	7	252
47	4	4	5	4	4	4	4	4	3	36	4	4	4	12	3	4	4	11	396
48	4	4	5	4	4	4	3	4	3	35	4	4	4	12	3	4	4	11	385

49	5	5	4	4	5	5	4	4	3	39	5	5	5	15	3	3	3	9	351
50	3	3	3	3	3	1	1	1	5	23	2	2	2	6	2	2	2	6	138
51	3	3	3	3	3	2	2	2	5	26	3	3	3	9	4	3	3	10	260
52	4	4	4	4	4	4	4	4	4	36	4	4	4	12	3	3	3	9	324
53	4	4	4	4	4	4	4	4	4	36	4	4	4	12	3	3	3	9	324
54	4	4	4	4	3	4	3	3	3	32	4	4	4	12	4	2	2	8	256
55	4	4	4	4	4	4	3	4	3	34	5	5	5	15	5	2	2	9	306
56	2	2	3	4	4	2	2	2	4	25	4	4	4	12	5	2	2	9	225
57	2	2	4	4	4	2	2	2	4	26	4	4	4	12	5	2	2	9	234
58	4	4	4	4	4	4	4	4	4	36	4	4	4	12	2	2	2	6	216

59	3	3	3	3	3	1	1	1	5	23	4	4	4	12	5	2	2	9	207
60	4	4	4	4	4	4	4	4	4	36	4	4	4	12	1	1	1	3	108
61	5	5	5	5	5	5	5	5	5	45	5	5	5	15	5	5	5	15	675
62	3	3	4	5	4	3	3	2	3	30	5	5	5	15	5	5	1	11	330
63	5	4	4	4	4	4	4	4	4	37	4	4	4	12	3	2	2	7	259
64	4	4	4	4	4	5	4	4	3	36	4	4	4	12	3	3	3	9	324
65	4	4	4	5	4	3	3	2	3	32	5	5	5	15	5	4	1	10	320
66	3	4	4	4	4	4	4	4	3	34	4	4	4	12	5	2	2	9	306
67	4	4	4	4	4	4	4	4	4	36	3	3	3	9	5	1	1	7	252
68	4	4	4	4	4	4	4	4	4	36	5	5	5	15	5	2	2	9	324

69	2	3	4	4	2	2	2	3	3	25	4	4	4	12	2	2	3	7	175
70	4	4	4	4	4	4	4	4	4	36	4	4	4	12	5	2	2	9	324
71	4	4	4	4	4	4	4	4	4	36	4	4	4	12	1	1	1	3	108
72	2	3	4	4	2	2	2	3	3	25	3	3	3	9	5	3	3	11	275
73	4	4	4	4	4	4	3	4	3	34	5	5	5	15	5	5	1	11	374
74	2	2	3	4	4	2	2	2	4	25	4	4	4	12	3	2	2	7	175
75	2	2	4	4	4	2	2	2	4	26	4	4	4	12	3	3	3	9	234
76	1	2	3	4	3	3	2	3	3	24	3	3	3	9	5	4	1	10	240
77	3	3	3	3	3	1	1	1	5	23	3	4	3	10	2	2	2	6	138
78	4	2	2	4	4	3	4	2	2	27	4	5	4	13	5	2	2	9	243

79	4	4	4	4	3	4	4	2	2	31	4	4	4	12	1	1	2	4	124
80	4	3	3	3	4	3	4	4	4	32	4	4	4	12	5	2	2	9	288

LAMPIRAN 4. HASIL UJI VALIDITAS DAN UJI RELIABILITAS

A. DATA UJI VALIDITAS DAN RELIABILITAS

NO	JE F 1	JE F 2	JEL 1	JEL 2	JEL 3	JES 1	JES 2	JES 3	JES 4	JML JE	K 1	K 2	K 3	JML K	CB 1	CB 2	CB 3	JML CB
1	3	4	3	4	4	4	4	2	4	32	4	4	4	12	3	2	4	9
2	3	3	4	4	4	4	4	5	3	34	4	4	3	11	2	1	2	5
3	3	3	4	4	4	4	3	3	4	32	3	3	2	8	4	4	4	12
4	3	3	4	4	4	4	3	3	4	32	3	3	2	8	4	4	4	12
5	4	3	4	4	4	4	3	2	2	30	3	3	3	9	5	5	5	15
6	4	4	4	4	4	5	4	4	3	36	3	3	3	9	4	4	4	12
7	3	3	3	4	4	1	1	4	2	25	5	5	5	15	4	4	4	12
8	2	2	3	3	4	2	2	3	2	23	4	4	4	12	4	2	2	8

9	3	4	4	4	4	4	4	3	2	32	4	4	4	12	3	2	2	7
10	4	2	4	3	4	4	4	2	5	32	3	3	3	9	5	2	2	9
11	3	3	2	3	4	3	4	3	4	29	3	4	3	10	2	4	5	11
12	2	3	4	4	4	2	3	3	4	29	4	5	4	13	3	2	3	8
13	3	3	4	4	4	3	3	3	3	30	4	4	4	12	3	3	3	9
14	3	2	3	2	4	2	2	2	2	22	3	2	2	7	5	5	5	15
15	3	3	3	3	3	4	3	3	3	28	3	3	3	9	4	4	4	12
16	3	3	5	5	5	5	4	4	5	39	5	5	5	15	4	4	4	12
17	3	4	3	3	4	3	4	2	3	29	4	3	4	11	3	3	3	9
18	4	2	4	3	4	4	4	2	5	32	3	3	3	9	5	2	2	9
19	3	3	2	3	4	3	4	3	4	29	3	4	3	10	2	4	5	11
20	2	3	4	4	4	2	3	3	4	29	4	5	4	13	3	2	3	8

21	3	3	4	4	4	3	3	3	3	30	4	4	4	12	3	3	3	9
22	3	2	3	2	4	2	2	2	2	22	3	2	2	7	5	5	5	15
23	3	3	3	3	3	4	3	3	3	28	3	3	3	9	4	4	4	12
24	3	3	5	5	5	5	4	4	5	39	5	5	5	15	4	4	4	12
25	3	4	3	3	4	3	4	2	3	29	4	3	4	11	3	3	3	9
26	4	4	4	4	4	5	4	4	3	36	3	3	3	9	2	2	2	6
27	3	3	3	4	4	1	1	4	2	25	5	5	5	15	3	2	2	7
28	2	2	3	3	4	2	2	3	2	23	4	4	4	12	4	2	2	8
29	3	3	4	4	4	4	3	3	4	32	3	3	2	8	4	4	4	12
30	3	3	4	4	4	4	3	3	4	32	3	3	2	8	4	4	4	12

B. VARIABEL JE

a. Uji Validitas Variabel JE

		Correlations									
		JEF1	JEF2	JEL1	JEL2	JEL3	JES1	JES2	JES3	JES4	JMLJE
JEF1	Pearson Correlation	1	,193	,207	,034	,000	,573**	,396*	-,079	,164	,447*
	Sig. (2-tailed)		,307	,272	,857	1,000	,001	,030	,679	,387	,013
	N	30	30	30	30	30	30	30	30	30	30
JEF2	Pearson Correlation	,193	1	,074	,444*	,000	,371*	,470**	,204	,000	,483**
	Sig. (2-tailed)	,307		,699	,014	1,000	,043	,009	,279	1,000	,007
	N	30	30	30	30	30	30	30	30	30	30
JEL1	Pearson Correlation	,207	,074	1	,707**	,510**	,547**	,268	,301	,412*	,704**
	Sig. (2-tailed)	,272	,699		,000	,004	,002	,152	,106	,024	,000
	N	30	30	30	30	30	30	30	30	30	30
JEL2	Pearson Correlation	,034	,444*	,707**	1	,513**	,412*	,209	,605**	,354	,729**
	Sig. (2-tailed)	,857	,014	,000		,004	,023	,268	,000	,055	,000
	N	30	30	30	30	30	30	30	30	30	30
JEL3	Pearson Correlation	,000	,000	,510**	,513**	1	,161	,203	,236	,363*	,460*
	Sig. (2-tailed)	1,000	1,000	,004	,004		,396	,281	,210	,048	,011
	N	30	30	30	30	30	30	30	30	30	30
JES1	Pearson Correlation	,573**	,371*	,547**	,412*	,161	1	,763**	,152	,526**	,861**
	Sig. (2-tailed)	,001	,043	,002	,023	,396		,000	,424	,003	,000
	N	30	30	30	30	30	30	30	30	30	30
JES2	Pearson Correlation	,396*	,470**	,268	,209	,203	,763**	1	-,048	,610**	,748**
	Sig. (2-tailed)	,030	,009	,152	,268	,281	,000		,801	,000	,000
	N	30	30	30	30	30	30	30	30	30	30
JES3	Pearson Correlation	-,079	,204	,301	,605**	,236	,152	-,048	1	,000	,394*
	Sig. (2-tailed)	,679	,279	,106	,000	,210	,424	,801		1,000	,031
	N	30	30	30	30	30	30	30	30	30	30
JES4	Pearson Correlation	,164	,000	,412*	,354	,363*	,526**	,610**	,000	1	,668**
	Sig. (2-tailed)	,387	1,000	,024	,055	,048	,003	,000	1,000		,000
	N	30	30	30	30	30	30	30	30	30	30
JMLJE	Pearson Correlation	,447*	,483**	,704**	,729**	,460*	,861**	,748**	,394*	,668**	1
	Sig. (2-tailed)	,013	,007	,000	,000	,011	,000	,000	,031	,000	
	N	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).

b. Uji Reliabilitas Variabel JE

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,797	9

C. VARIABEL K

a. Uji Validita Variabel K

Correlations

		K1	K2	K3	JMLK
K1	Pearson Correlation	1	,807**	,912**	,951**
	Sig. (2-tailed)		,000	,000	,000
	N	30	30	30	30
K2	Pearson Correlation	,807**	1	,816**	,926**
	Sig. (2-tailed)	,000		,000	,000
	N	30	30	30	30
K3	Pearson Correlation	,912**	,816**	1	,963**
	Sig. (2-tailed)	,000	,000		,000
	N	30	30	30	30
JMLK	Pearson Correlation	,951**	,926**	,963**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	30	30	30	30

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

b. Uji Reliabilitas Variabel K

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,934	3

D. VARIABEL CB

a. Uji Validitas Variabel CB

Correlations

		CB1	CB2	CB3	JMLCB
CB1	Pearson Correlation	1	,440*	,214	,635**
	Sig. (2-tailed)		,015	,257	,000
	N	30	30	30	30
CB2	Pearson Correlation	,440*	1	,896**	,957**
	Sig. (2-tailed)	,015		,000	,000
	N	30	30	30	30
CB3	Pearson Correlation	,214	,896**	1	,875**
	Sig. (2-tailed)	,257	,000		,000
	N	30	30	30	30
JMLCB	Pearson Correlation	,635**	,957**	,875**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	30	30	30	30

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

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

b. Uji Reliabilitas Variabel CB

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,775	3

LAMPIRAN 5. UJI STATISTIK DESKRIPTIF

A. Statistik Deskriptif *Job Embeddedness*

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
JE1	80	1	5	3,23	,954
JE2	80	2	5	3,24	,860
JE3	80	2	5	3,61	,703
JE4	80	2	5	3,65	,695
JE5	80	2	5	3,79	,630
JE6	80	1	5	3,30	1,118
JE7	80	1	5	3,13	1,011
JE8	80	1	5	3,08	,938
JE9	80	2	5	3,36	,917
JE	80	22	45	30,37	5,476
Valid N (listwise)	80				

B. Statistik Deskriptif Kinerja Karyawan

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
	80	2	5	3,81	,695
	80	2	5	3,85	,797
	80	2	5	3,71	,845
	80	6	15	11,37	2,252
d N (listwise)	80				

C. Statistik Deskriptif *Career Barriers*

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
1	80	1	5	3,64	1,128
2	80	1	5	2,91	1,127
3	80	1	5	2,87	1,151
4	80	3	15	9,42	2,564
Total	320				
Valid N (listwise)	80				

LAMPIRAN 6. HASIL ANALISIS DATA

A. ANALISIS DATA SEBELUM DIMODERASI

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4,877	1,227		3,973	,000
JE	,214	,040	,520	5,378	,000

a. Dependent Variable: K

B. HASIL ANALISIS DATA SETELAH MODERASI

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	10,046	,824	12,191	,000
	Moderasi	,005	,003	,188	,095

a. Dependent Variable: K

LAMPIRAN 7. UJI DETERMINASI

A. UJI DETERMINASI JOB EMBEDDEDNESS SEBELUM MODERASI

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,520 ^a	,271	,261	1,936

a. Predictors: (Constant), JE

B. UJI DETERMINASI JOB EMBEDDEDNESS SETELAH DIMODERASI

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,188 ^a	,035	,023	2,226

a. Predictors: (Constant), Moderasi

LAMPIRAN 8. GAMBAR PABRIK PT. MADUKISMO



LAMPIRAN