

HASIL PENGOLAHAN DATA

Hasil Tabulasi Data Responden Variabel *Job Satisfaction*

No.	X1.1	X1.2	X1.3	X1.4	X1.5
1	4	4	4	4	4
2	5	4	5	5	3
3	4	4	4	4	4
4	5	5	4	4	4
5	4	4	3	3	4
6	4	5	4	5	5
7	4	5	4	4	4
8	4	5	5	5	4
9	4	4	4	4	4
10	4	4	4	4	3
11	3	2	2	3	2
12	4	4	4	4	4
13	4	3	4	4	4
14	4	4	4	4	4
15	5	4	5	4	4
16	4	4	4	4	4
17	4	4	4	4	4
18	4	5	5	3	4
19	4	5	4	5	5
20	4	4	5	5	4
21	2	2	3	4	3

22	3	3	4	4	3
23	2	2	3	2	3
24	2	3	3	3	2
25	3	3	3	4	4
26	4	3	4	4	4
27	4	4	4	4	4
28	2	3	2	4	3
29	3	3	5	5	4
30	2	2	2	2	2
31	4	5	5	4	3
32	2	3	2	2	2

Hasil Tabulasi Data Responden Variabel *Turnover Intention*

No.	Y1.1	Y1.2	Y1.3
1	1	2	2
2	2	2	1
3	2	2	2
4	1	1	1
5	2	2	2
6	2	1	1
7	1	1	1
8	1	1	1
9	1	3	2
10	1	1	1
11	3	3	3
12	1	2	1
13	2	2	1
14	1	1	1
15	2	3	2
16	2	2	1
17	2	2	2
18	2	2	3
19	1	1	2
20	1	2	2
21	4	4	3

22	1	1	1
23	3	4	3
24	3	2	3
25	2	2	1
26	1	1	2
27	2	2	1
28	4	4	3
29	1	2	2
30	3	4	3
31	1	1	1
32	4	4	4

Hasil Tabulasi Data Responden Variabel
Organizational Commitment

No.	Z1.1	Z1.2	Z1.3
1	4	4	4
2	4	4	4
3	4	4	4
4	5	5	5
5	4	4	4
6	4	4	4
7	4	4	4
8	3	4	4
9	4	4	4
10	5	5	5
11	2	3	2
12	4	4	4
13	4	5	4
14	4	4	4
15	4	4	4
16	3	4	4
17	3	5	5
18	5	5	5
19	4	4	4
20	4	5	5
21	3	3	3

22	4	5	5
23	3	3	2
24	2	2	2
25	4	4	4
26	4	4	4
27	5	4	4
28	3	2	2
29	4	4	4
30	2	3	2
31	5	5	5
32	2	3	2

Statistik Deskriptif Variabel Penelitian

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	32	2,00	5,00	3,5937	,91084
X1.2	32	2,00	5,00	3,7188	,95830
X1.3	32	2,00	5,00	3,8125	,93109
X1.4	32	2,00	5,00	3,8750	,83280
X1.5	32	2,00	5,00	3,5938	,79755
Valid N (listwise)	32				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y1.1	32	1,00	4,00	1,8750	,97551
Y1.2	32	1,00	4,00	2,0938	1,02735
Y1.3	32	1,00	4,00	1,8438	,88388
Valid N (listwise)	32				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Z1.1	32	2,00	5,00	3,7188	,88843
Z1.2	32	2,00	5,00	3,9687	,82244
Z1.3	32	2,00	5,00	3,8125	,99798
Valid N (listwise)	32				

Statistik Deskriptif *Job Satisfaction*

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	6	18,8	18,8	18,8
	3,00	4	12,5	12,5	31,3
	4,00	19	59,4	59,4	90,6
	5,00	3	9,4	9,4	100,0
Total		32	100,0	100,0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	12,5	12,5	12,5
	3,00	8	25,0	25,0	37,5
	4,00	13	40,6	40,6	78,1
	5,00	7	21,9	21,9	100,0
Total		32	100,0	100,0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	12,5	12,5	12,5
	3,00	5	15,6	15,6	28,1
	4,00	16	50,0	50,0	78,1
	5,00	7	21,9	21,9	100,0

Total	32	100,0	100,0
-------	----	-------	-------

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	9,4	9,4	9,4
	3,00	4	12,5	12,5	21,9
	4,00	19	59,4	59,4	81,3
	5,00	6	18,8	18,8	100,0
	Total	32	100,0	100,0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	12,5	12,5	12,5
	3,00	7	21,9	21,9	34,4
	4,00	19	59,4	59,4	93,8
	5,00	2	6,3	6,3	100,0
	Total	32	100,0	100,0	

Statistik Deskriptif *Turnover Intention*

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	14	43,8	43,8	43,8
	2,00	11	34,4	34,4	78,1
	3,00	4	12,5	12,5	90,6
	4,00	3	9,4	9,4	100,0
	Total	32	100,0	100,0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	10	31,3	31,3	31,3
	2,00	14	43,8	43,8	75,0
	3,00	3	9,4	9,4	84,4
	4,00	5	15,6	15,6	100,0
	Total	32	100,0	100,0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	14	43,8	43,8	43,8
	2,00	10	31,3	31,3	75,0
	3,00	7	21,9	21,9	96,9
	4,00	1	3,1	3,1	100,0

Total	32	100,0	100,0
-------	----	-------	-------

Statistik Deskriptif *Organizational Commitment*

Z1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	12,5	12,5	12,5
	3,00	6	18,8	18,8	31,3
	4,00	17	53,1	53,1	84,4
	5,00	5	15,6	15,6	100,0
	Total	32	100,0	100,0	

Z1.2


		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	6,3	6,3	6,3
	3,00	5	15,6	15,6	21,9
	4,00	17	53,1	53,1	75,0
	5,00	8	25,0	25,0	100,0
	Total	32	100,0	100,0	

Z1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	6	18,8	18,8	18,8
	3,00	1	3,1	3,1	21,9
	4,00	18	56,3	56,3	78,1
	5,00	7	21,9	21,9	100,0

Total	32	100,0	100,0
-------	----	-------	-------

Outer Loadings

 Matrix

	Job Satisfaction	Organizational...	Turnover Inten...
X1.1	0.889		
X1.2	0.850		
X1.3	0.875		
X1.4	0.792		
X1.5	0.825		
Y1.1			0.926
Y1.2			0.935
Y1.3			0.897
Z1.1		0.900	
Z1.2		0.948	
Z1.3		0.976	

Discriminant Validity

Discriminant Validity

	Job Satisfaction	Organizational...	Turnover Inten...
Job Satisfaction	0.847		
Organizational ...	0.801	0.942	
Turnover Inten...	-0.804	-0.791	0.920

Composite Reliability

Composite Reliability

	Original Sampl...	Sample Mean (...)	Standard Devia...	T Statistics (IO...	P Values
Job Satisfaction	0.927	0.924	0.025	37.717	0.000
Organizational Commitment	0.959	0.957	0.016	58.955	0.000
Turnover Intention	0.943	0.939	0.022	41.898	0.000

Cronbach Alpha's

Cronbach's Alpha

	Original Sampl...	Sample Mean (...)	Standard Devia...	T Statistics (IO...	P Values
Job Satisfaction	0.901	0.896	0.036	24.787	0.000
Organizational ...	0.935	0.931	0.028	33.160	0.000
Turnover Inten...	0.909	0.901	0.039	23.193	0.000

R-Square

R Square

Matrix	R Square	R Square Adjusted
	R Square	R Square Adjusted
Organizational Commitment	0.642	0.630
Turnover Intention	0.706	0.686

Path Coefficients

Path Coefficients

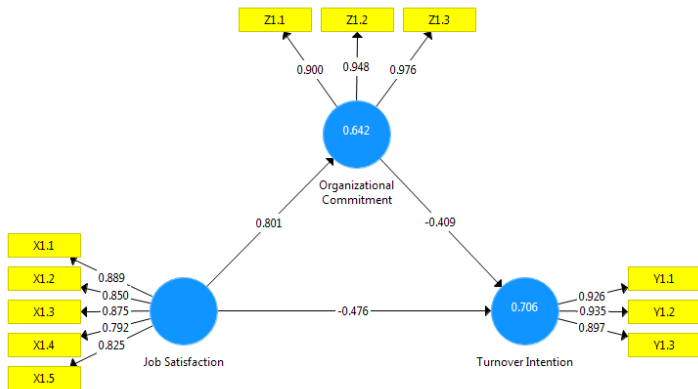
Mean, STDEV, T-Values, P-Val...	Confidence Intervals	Confidence Intervals Bias C...	Samples	Copy to Clipboard:	Excel Format	R Format
	Original Sampl...	Sample Mean (...)	Standard Devia...	T Statistics (O...	P Values	
Job Satisfaction -> Organizational Commitment	0.801	0.799	0.074	10.882	0.000	
Job Satisfaction -> Turnover Intention	-0.476	-0.494	0.179	2.662	0.008	
Organizational Commitment -> Turnover Intention	-0.409	-0.395	0.187	2.187	0.029	

Indirect Effects

Indirect Effects

Mean, STDEV, T-Values, P-Val...	Confidence Intervals	Confidence Intervals Bias C...	Samples	Copy to Clipboard:	Excel Format	R Format
	Original Sampl...	Sample Mean (...)	Standard Devia...	T Statistics (O...	P Values	
Job Satisfaction -> Organizational Commitment						
Job Satisfaction -> Turnover Intention	-0.328	-0.312	0.149	2.203	0.028	
Organizational Commitment -> Turnover Intention						

Uji Measurement Model



Uji Measurement Bootstrapping Model

