

## LAMPIRAN

### Lampiran 1 Kuesioner Penelitian

#### SURAT PERMOHONAN PENGISIAN KUESIONER

Yth. Bapak/Ibu/Saudara/(i)

**Karyawan UMKM Sasirangan se-Kalimantan Selatan**

di\_

Tempat

*Assalamu'alaikum Wr.Wb.*


Salam sejahtera untuk kita semua. Sehubungan dengan penyusunan Disertasi yang berjudul “Pengaruh *Job Security* dan *Job Attractiveness* terhadap *Employee Intention to Leave* Dimediasi *Employee Engagement* dan *Employee Satisfaction* (Studi pada UMKM Sasirangan Kalimantan Selatan)” oleh mahasiswa Program Studi Doktor Ilmu Ekonomi, Fakultas Ekonomi dan Bisnis, Universitas 17 Agustus 1945 Surabaya, maka saya bermaksud melakukan penelitian kepada karyawan yang bekerja pada UMKM Sasirangan di lingkungan Kalimantan Selatan dan dimohonkan mengisi kuesioner dengan keadaan sebenar-benarnya.

Data yang didapatkan hanya kepentingan ilmiah semata dan sebagai sarana pengumpulan data yang akan dipergunakan sebagai bahan analisis dalam penyusunan Disertasi.

Demikian permohonan disampaikan, atas perhatian serta kerjasamanya diucapkan terima kasih.

*Wassalamu'alaikum Wr.Wb.*

Hormat Saya,



**Firdaus**  
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**PETUNJUK PENGISIAN !!!**

1. Kuesioner hanya untuk karyawan UMKM Sasirangan Kalimantan Selatan
2. Berilah tanda *cek list* (√) pada kolom yang tersedia dan pilih sesuai dengan keadaan yang sebenarnya. Ketentuan skala jawaban sebagai berikut:

<b>Alternatif Jawaban</b>	<b>Skor</b>
Sangat Tidak Setuju (STS)	1
Tidak Setuju (TS)	2
Netral (N)	3
Setuju (S)	4
Sangat Setuju (SS)	5

**IDENTITAS RESPONDEN**

<b>Usia Responden</b>	
<21 Tahun	
21-30 Tahun	
31-40 Tahun	
41-50 Tahun	
>50 Tahun	

<b>Jenis Kelamin Responden</b>	
SD/Sederajat	
SMP/Sederajat	
SMA/Sederajat	
Diploma/Sederajat	
Sarjana	

<b>Pendidikan Responden</b>	
SD/Sederajat	
SMP/Sederajat	
SMA/Sederajat	
Diploma/Sederajat	
Sarjana	

No.	Pertanyaan	Jawaban Responden				
		STS	TS	N	S	SS
<b>Job Security</b>						
9.	Memiliki jaminan karir masa depan yang sudah pasti ditempat bekerja.					
10.	Memiliki kesempatan yang sama untuk dipromosikan di tempat kerja					
11.	Memiliki jaminan keamanan kerja di tempat bekerja					
<b>Job Attractiveness</b>						
12.	Memiliki kesempatan menjadi lebih percaya diri di organisasi sehingga menarik bagi saya					
13.	Memiliki lingkungan kerja menyenangkan di organisasi sehingga menarik bagi saya.					
14.	Memiliki kesempatan untuk karyawan mengajari orang lain apa yang telah dipelajari sehingga menarik bagi saya.					
<b>Employee Engagement</b>						
15.	Saya bersedia mengerahkan seluruh energinya untuk menyelesaikan tugas yang diberikan.					
16.	Saya merasa bangga dengan pekerjaan saat ini.					
17.	Saya sulit untuk bersikap acuh dengan pekerjaan					
<b>Employee Satisfaction</b>						
18.	Dukungan rekan kerja adalah sumber kepuasan bagi karyawan secara individual					
19.	Upah atau gaji yang diberikan adil dan sesuai dengan hasil kinerjanya.					
20.	Kondisi kerja bagus (lingkungan bersih dan menarik) akan membuat saya merasa nyaman saat melakukan pekerjaan.					
<b>Employee Intention to Leave</b>						
21.	Kecenderungan saya berfikir untuk meninggalkan organisasi (niat berhenti)					

22.	Kemungkinan saya akan mencari pekerjaan di tempat lain.					
23.	Kemungkinan saya untuk meninggalkan pekerjaan dalam waktu dekat.					

## Lampiran 2 Hasil Tabulasi

Res	JS1	JS2	JS3	JA1	JA2	JA3	EE1	EE2	EE3	ES1	ES2	ES3	EITL1	EITL2	EITL3	Total
1	4	4	4	4	3	4	4	4	4	4	4	3	4	5	4	60
2	4	3	4	4	4	4	4	4	4	4	4	4	4	5	5	63
3	4	4	4	4	3	3	4	4	4	4	5	3	5	5	4	63
4	3	3	4	4	4	5	2	3	3	4	5	5	5	5	5	64
5	3	3	4	5	4	5	4	4	4	4	4	4	5	5	4	67
6	3	3	4	4	4	4	4	4	3	4	4	3	4	5	5	64
7	4	2	4	2	4	4	4	4	3	3	5	4	5	5	5	65
8	2	2	2	2	4	4	3	3	3	4	5	4	5	5	5	61
9	2	2	2	2	2	3	4	3	4	4	4	4	5	5	5	60
10	2	2	2	2	3	5	4	4	3	4	4	4	5	5	5	64
11	1	1	4	4	2	3	3	3	3	4	3	4	4	4	4	58
12	1	1	4	3	2	2	3	3	3	4	4	4	4	5	5	60
13	3	3	3	3	2	3	3	3	3	3	5	3	4	5	5	64
14	1	1	1	3	4	2	5	5	2	2	5	4	4	5	4	62
15	2	2	2	4	4	3	3	3	3	2	4	4	4	4	4	63
16	5	5	5	4	3	3	3	3	3	2	4	4	5	5	4	74
17	5	5	5	4	3	3	5	3	4	2	4	3	5	5	5	78
18	3	1	5	5	3	3	5	3	4	3	3	3	5	5	5	74
19	4	4	4	4	4	4	3	3	3	4	4	4	4	4	4	76
20	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	81
21	1	1	3	4	4	3	3	4	3	4	4	3	4	4	5	71













137	2	2	2	3	1	3	3	3	2	4	5	4	4	5	4	184
138	2	2	2	3	3	4	3	3	2	4	5	4	4	5	4	188
139	2	3	2	4	4	3	2	2	2	4	4	5	5	5	4	190
140	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	214
141	4	4	4	4	4	4	4	4	4	4	1	4	4	4	4	198
142	3	2	2	5	2	5	5	5	4	4	4	2	5	5	5	200
143	5	2	2	2	3	3	3	3	4	5	5	2	5	5	5	197
144	3	5	5	3	2	2	2	2	4	1	5	2	5	5	5	195
145	4	4	4	4	4	4	4	4	4	4	4	1	4	4	4	202
146	4	4	4	4	4	4	4	4	4	4	4	2	4	4	4	204
147	4	4	4	4	1	4	4	4	4	4	4	4	4	4	4	204
148	4	4	4	4	1	4	4	4	4	4	4	4	4	4	4	205
149	4	4	4	4	1	4	4	4	3	4	4	4	4	4	4	205
150	4	5	5	4	4	4	4	4	3	5	5	4	5	5	5	216
151	2	4	4	5	2	3	3	3	3	4	5	4	5	5	5	208
152	2	4	4	4	4	4	4	4	4	4	4	4	5	5	5	213
153	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	198
154	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	199
155	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	200
156	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	216
157	4	4	4	3	4	3	2	2	2	2	4	4	4	4	4	207
158	2	4	4	4	3	3	3	3	2	2	2	4	5	5	5	209
159	2	4	4	4	4	3	5	4	2	2	4	4	5	5	5	216













### Lampiran 3 Biodata Responden

FREQUENCIES VARIABLES=Usia Jenis\_Kelamin Pendidikan\_Terakhir  
 /STATISTICS=MEAN  
 /ORDER=ANALYSIS.

### Frequencies

#### Notes

Output Created		31-MAY-2022 20:32:42
Comments		
Input	Data	E:\2022\Hasil Tabulasi dengan spss\Tabulasi Firdaus 2022.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	266
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Usia Jenis_Kelamin Pendidikan_Terakhir /STATISTICS=MEAN /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.06
	Elapsed Time	00:00:00.14

#### Statistics

		Usia	Jenis_Kelamin	Pendidikan_Terakhir
N	Valid	266	266	266
	Missing	0	0	0

**Frequency Table****Usia**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<21 Tahun	23	8.6	8.6	8.6
	>50 Tahun	33	12.4	12.4	21.1
	21-30 Tahun	61	22.9	22.9	44.0
	31-40 Tahun'	84	31.6	31.6	75.6
	41-50 Tahun	65	24.4	24.4	100.0
	Total	266	100.0	100.0	

**Jenis\_Kelamin**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	19	7.1	7.1	7.1
	Perempuan	247	92.9	92.9	100.0
	Total	266	100.0	100.0	

**Pendidikan\_Terakhir**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Diploma	8	3.0	3.0	3.0
	SARJANA	1	.4	.4	3.4
	SD	7	2.6	2.6	6.0
	SMA/Sederajat	82	30.8	30.8	36.8
	SMP/Sederajat	168	63.2	63.2	100.0
	Total	266	100.0	100.0	

## Lampiran 4 Validitas dan Reliabilitas

```
RELIABILITY
/VARIABLES=JS1 JS2 JS3
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.
```

### Reliability

#### Notes

Output Created		31-MAY-2022 20:35:46
Comments		
Input	Data	E:\2022 2022\Hasil Tabulasi dengan spss\Tabulasi Firdaus 2022.sav
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	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	266
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=JS1 JS2 JS3 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.08

**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	266	100.0
	Excluded <sup>a</sup>	0	.0
	Total	266	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.933	3

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
JS1	7.71	3.234	.813	.945
JS2	7.60	3.117	.906	.868
JS3	7.53	3.458	.878	.895

**RELIABILITY**

```

/VARIABLES=JA1 JA2 JA3
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

**Reliability**

**Notes**

Output Created		31-MAY-2022 20:36:51
Comments		
Input	Data	E:\2022 2022\Hasil Tabulasi dengan spss\Tabulasi Firdaus 2022.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	266
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=JA1 JA2 JA3 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.08

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	266	100.0
	Excluded <sup>a</sup>	0	.0
	Total	266	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.788	3

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
JA1	7.60	2.626	.653	.687
JA2	7.71	2.659	.610	.732
JA3	7.76	2.517	.624	.718

```

RELIABILITY
/VARIABLES=EE1 EE2 EE3
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

## Reliability

### Notes

Output Created		31-MAY-2022 20:37:05
Comments		
Input	Data	E:\2022 2022\Hasil Tabulasi dengan spss\Tabulasi Firdaus 2022.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	266
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=EE1 EE2 EE3 /SCALE('ALL VARIABLES') ALL ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.05
	Elapsed Time	00:00:00.16

**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	266	100.0
	Excluded <sup>a</sup>	0	.0
	Total	266	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.856	3

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
EE1	7.44	2.813	.724	.803
EE2	7.45	2.664	.788	.742
EE3	7.56	2.829	.677	.848



```

RELIABILITY
/VARIABLES=ES1 ES2 ES3
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

## Reliability

### Notes

Output Created		31-MAY-2022 20:37:26
Comments		
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	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	266
Missing Value Handling	Matrix Input	
	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=ES1 ES2 ES3 /SCALE('ALL VARIABLES') ALL MODEL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.23

**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	266	100.0
	Excluded <sup>a</sup>	0	.0
	Total	266	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.709	3

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ES1	8.03	2.063	.571	.561
ES2	7.83	2.181	.572	.561
ES3	7.73	2.547	.443	.715

```
RELIABILITY
/VARIABLES=EITL1 EITL2 EITL3
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.
```

**Reliability**

**Notes**

Output Created		31-MAY-2022 20:37:43
Comments		
Input	Data	E:\2022 2022\Hasil Tabulasi dengan spss\Tabulasi Firdaus 2022.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	266
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=EITL1 EITL2 EITL3 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.28

**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	266	100.0
	Excluded <sup>a</sup>	0	.0
	Total	266	100.0

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

**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
EITL1	8.68	1.628	.724	.762
EITL2	8.53	1.918	.658	.827
EITL3	8.68	1.533	.748	.739

## Lampiran 5 Deskriptif Variabel

```
FREQUENCIES VARIABLES=JS1 JS2 JS3
/STATISTICS=MEAN
/ORDER=ANALYSIS.
```

### Frequencies

		Notes
Output Created		31-MAY-2022 20:29:30
Comments		
Input	Data	E:\FIRDAUS 2022\Hasil Tabulasi dengan spss\Tabulasi Firdaus 2022.sav
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	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	266
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=JS1 JS2 JS3 /STATISTICS=MEAN /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.17

### Statistics

		JS1	JS2	JS3
N	Valid	266	266	266
	Missing	0	0	0
Mean		3.71	3.82	3.89

**Frequency Table****JS1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	5	1.9	1.9	1.9
	Tidak Setuju	30	11.3	11.3	13.2
	Netral	60	22.6	22.6	35.7
	Setuju	113	42.5	42.5	78.2
	Sangat Setuju	58	21.8	21.8	100.0
	Total	266	100.0	100.0	

**JS2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	6	2.3	2.3	2.3
	Tidak Setuju	16	6.0	6.0	8.3
	Netral	67	25.2	25.2	33.5
	Setuju	108	40.6	40.6	74.1
	Sangat Setuju	69	25.9	25.9	100.0
	Total	266	100.0	100.0	

**JS3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	.4	.4	.4
	Tidak Setuju	17	6.4	6.4	6.8
	Netral	63	23.7	23.7	30.5
	Setuju	115	43.2	43.2	73.7
	Sangat Setuju	70	26.3	26.3	100.0
	Total	266	100.0	100.0	

FREQUENCIES VARIABLES=JA1 JA2 JA3  
 /STATISTICS=MEAN  
 /ORDER=ANALYSIS.

**Frequencies**

**Notes**

Output Created		31-MAY-2022 20:29:57
Comments		
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	Split File	<none>
	N of Rows in Working Data File	266
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=JA1 JA2 JA3 /STATISTICS=MEAN /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.11

**Statistics**

		JA1	JA2	JA3
N	Valid	266	266	266
	Missing	0	0	0
Mean		3.93	3.82	3.78

**Frequency Table****JA1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	3	1.1	1.1	1.1
	Tidak Setuju	10	3.8	3.8	4.9
	Netral	66	24.8	24.8	29.7
	Setuju	110	41.4	41.4	71.1
	Sangat Setuju	77	28.9	28.9	100.0
	Total	266	100.0	100.0	

**JA2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	5	1.9	1.9	1.9
	Tidak Setuju	15	5.6	5.6	7.5
	Netral	62	23.3	23.3	30.8
	Setuju	124	46.6	46.6	77.4
	Sangat Setuju	60	22.6	22.6	100.0
	Total	266	100.0	100.0	

**JA3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	5	1.9	1.9	1.9
	Tidak Setuju	13	4.9	4.9	6.8
	Netral	86	32.3	32.3	39.1
	Setuju	94	35.3	35.3	74.4
	Sangat Setuju	68	25.6	25.6	100.0
	Total	266	100.0	100.0	



```

FREQUENCIES VARIABLES=EE1 EE2 EE3
/STATISTICS=MEAN
/ORDER=ANALYSIS.

```

## Frequencies

### Notes

Output Created		31-MAY-2022 20:30:13
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	Split File	<none>
	N of Rows in Working Data File	266
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=EE1 EE2 EE3 /STATISTICS=MEAN /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.05

### Statistics

		EE1	EE2	EE3
N	Valid	266	266	266
	Missing	0	0	0
Mean		3.79	3.77	3.67

**Frequency Table****EE1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	6	2.3	2.3	2.3
	Tidak Setuju	12	4.5	4.5	6.8
	Netral	70	26.3	26.3	33.1
	Setuju	123	46.2	46.2	79.3
	Sangat Setuju	55	20.7	20.7	100.0
	Total	266	100.0	100.0	

**EE2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	4	1.5	1.5	1.5
	Tidak Setuju	17	6.4	6.4	7.9
	Netral	71	26.7	26.7	34.6
	Setuju	118	44.4	44.4	78.9
	Sangat Setuju	56	21.1	21.1	100.0
	Total	266	100.0	100.0	

**EE3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	6	2.3	2.3	2.3
	Tidak Setuju	23	8.6	8.6	10.9
	Netral	69	25.9	25.9	36.8
	Setuju	124	46.6	46.6	83.5
	Sangat Setuju	44	16.5	16.5	100.0
	Total	266	100.0	100.0	

FREQUENCIES VARIABLES=ES1 ES2 ES3  
 /STATISTICS=MEAN  
 /ORDER=ANALYSIS.

## Frequencies

### Notes

Output Created		31-MAY-2022 20:30:27
Comments		
Input	Data	E:\FIRDAUS 2022\Hasil Tabulasi dengan spss\Tabulasi Firdaus 2022.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	266
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=ES1 ES2 ES3 /STATISTICS=MEAN /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.25

### Statistics

		ES1	ES2	ES3
N	Valid	266	266	266
	Missing	0	0	0
Mean		3.76	3.96	4.06

**Frequency Table****ES1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	4	1.5	1.5	1.5
	Tidak Setuju	23	8.6	8.6	10.2
	Netral	60	22.6	22.6	32.7
	Setuju	124	46.6	46.6	79.3
	Sangat Setuju	55	20.7	20.7	100.0
	Total	266	100.0	100.0	

**ES2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	.8	.8	.8
	Tidak Setuju	14	5.3	5.3	6.0
	Netral	54	20.3	20.3	26.3
	Setuju	118	44.4	44.4	70.7
	Sangat Setuju	78	29.3	29.3	100.0
	Total	266	100.0	100.0	

**ES3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	.4	.4	.4
	Tidak Setuju	7	2.6	2.6	3.0
	Netral	59	22.2	22.2	25.2
	Setuju	106	39.8	39.8	65.0
	Sangat Setuju	93	35.0	35.0	100.0
	Total	266	100.0	100.0	

FREQUENCIES VARIABLES=EITL1 EITL2 EITL3  
 /STATISTICS=MEAN  
 /ORDER=ANALYSIS.

**Frequencies**

**Notes**

Output Created		31-MAY-2022 20:30:43
Comments		
Input	Data	E:\FIRDAUS 2022\Hasil Tabulasi dengan spss\Tabulasi Firdaus 2022.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	266
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=EITL1 EITL2 EITL3 /STATISTICS=MEAN /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.22

**Statistics**

		EITL1	EITL2	EITL3
N	Valid	266	266	266
	Missing	0	0	0
Mean		4.26	4.41	4.27

**Frequency Table****EITL1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	46	17.3	17.3	17.3
	Setuju	104	39.1	39.1	56.4
	Sangat Setuju	116	43.6	43.6	100.0
	Total	266	100.0	100.0	

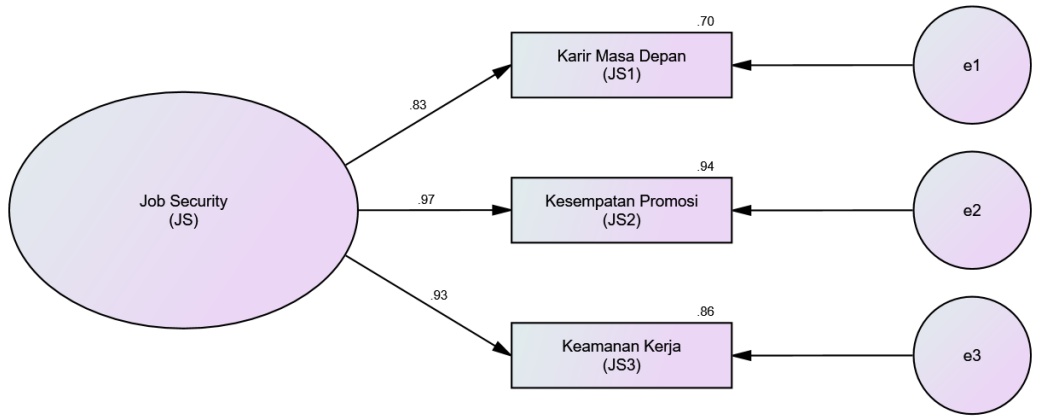
**EITL2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	24	9.0	9.0	9.0
	Setuju	108	40.6	40.6	49.6
	Sangat Setuju	134	50.4	50.4	100.0
	Total	266	100.0	100.0	

**EITL3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	51	19.2	19.2	19.2
	Setuju	92	34.6	34.6	53.8
	Sangat Setuju	123	46.2	46.2	100.0
	Total	266	100.0	100.0	

**Lampiran 6 CFA Variabel**



**Scalar Estimates (Group number 1 - Default model)**

**Maximum Likelihood Estimates**

JS1 <--- JS	1.007	.048	20.892	***	par_4
-------------	-------	------	--------	-----	-------

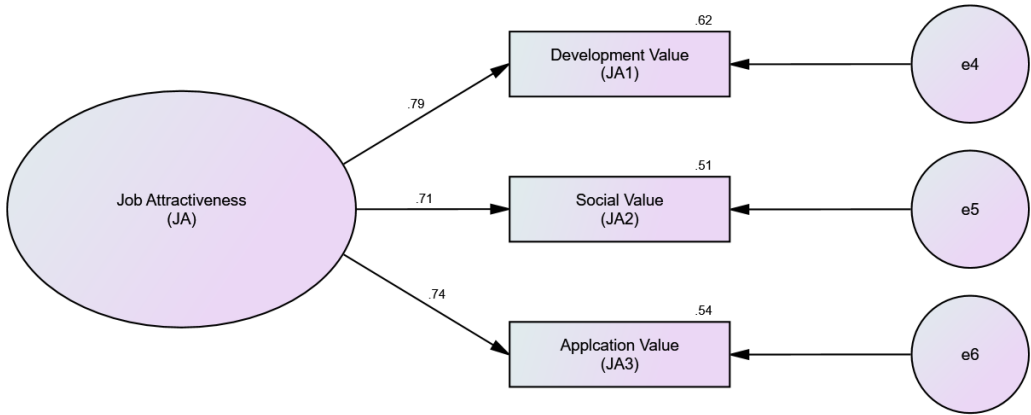
**Regression Weights: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
JS1 <--- JS	1.000				
JS2 <--- JS	1.130	.053	21.426	***	par_1
JS3 <--- JS	.988	.048	20.380	***	par_2

**Standardized Regression Weights: (Group number 1 - Default model)**

	Estimate
JS1 <--- JS	.834
JS2 <--- JS	.972
JS3 <--- JS	.926

**Lampiran CFA Variabel Job Attractiveness (JA)**



**Scalar Estimates (Group number 1 - Default model)**

**Maximum Likelihood Estimates**

**Regression Weights: (Group number 1 - Default model)**

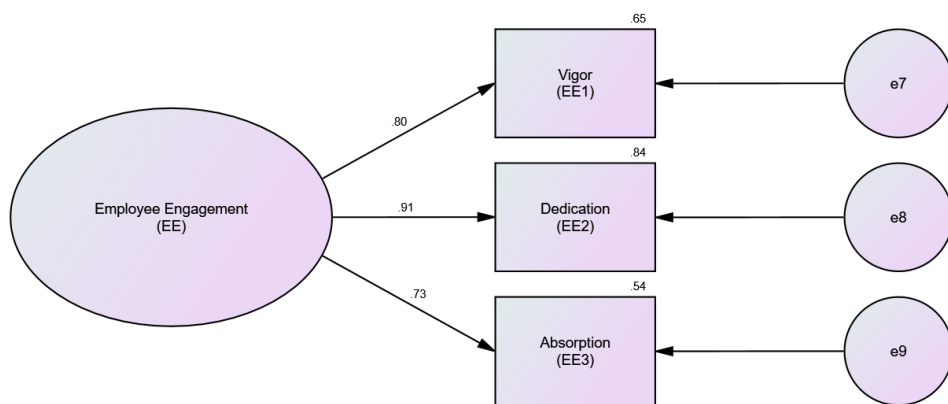
	Estimate	S.E.	C.R.	P	Label
JA1 <--- JA	1.000				
JA2 <--- JA	.927	.097	9.514	***	par_1
JA3 <--- JA	.998	.104	9.591	***	par_2

**Standardized Regression Weights: (Group number 1 - Default model)**

	Estimate
JA1 <--- JA	.787
JA2 <--- JA	.713
JA3 <--- JA	.736



### Lampiran CFA Variabel Employee Engagement (EE)



#### Estimates (Group number 1 - Default model)

#### Scalar Estimates (Group number 1 - Default model)

#### Maximum Likelihood Estimates

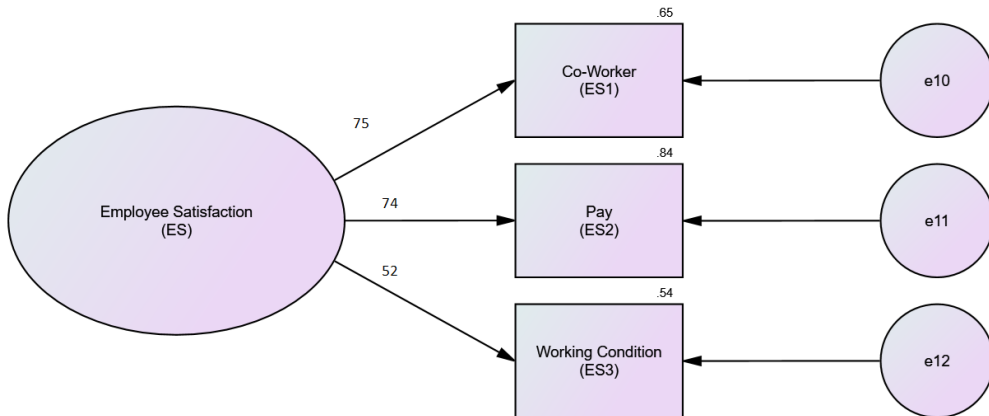
#### Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
EE1 <--- EE	1.000				
EE2 <--- EE	1.143	.082	13.883	***	par_1
EE3 <--- EE	.941	.075	12.567	***	par_2

#### Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
EE1 <--- EE	.805
EE2 <--- EE	.915
EE3 <--- EE	.733

**Lampiran CFA Variabel Employee Satisfaction (ES)**



**Estimates (Group number 1 - Default model)**

**Scalar Estimates (Group number 1 - Default model)**

**Maximum Likelihood Estimates**

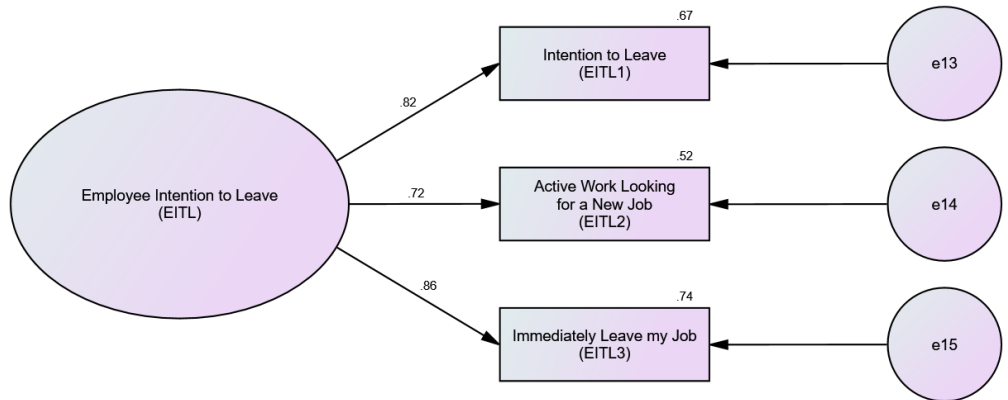
**Regression Weights: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
ES1 <--- ES	1.000				
ES2 <--- ES	.946	.140	6.756	***	par_1
ES3 <--- ES	.635	.097	6.539	***	par_2

**Standardized Regression Weights: (Group number 1 - Default model)**

	Estimate
ES1 <--- ES	.748
ES2 <--- ES	.745
ES3 <--- ES	.523

**Lampiran CFA Variabel Employee Intention to Leave (EITL)**



**Estimates (Group number 1 - Default model)**

**Scalar Estimates (Group number 1 - Default model)**

**Maximum Likelihood Estimates**

**Regression Weights: (Group number 1 - Default model)**

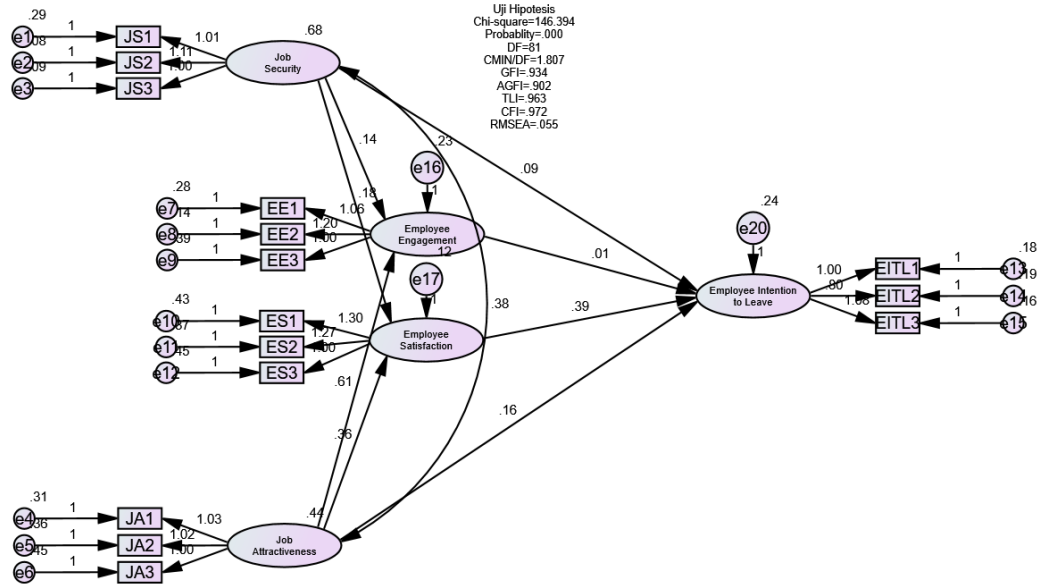
	Estimate	S.E.	C.R.	P	Label
EITL1 <--- EITL	1.000				
EITL2 <--- EITL	.783	.066	11.821	***	par_1
EITL3 <--- EITL	1.096	.085	12.835	***	par_2

**Standardized Regression Weights: (Group number 1 - Default model)**

	Estimate
EITL1 <--- EITL	.817
EITL2 <--- EITL	.723
EITL3 <--- EITL	.863



**Lampiran 7 Proposed Model**



**Analysis Summary**

**Date and Time**

Date: Thursday, June 2, 2022

Time: 6:49:33 PM

**Title**

Lampiran 8. proposed model: Thursday, June 2, 2022 6:49 PM

**Notes for Group (Group number 1)**

The model is recursive.

Sample size = 266

**Variable Summary (Group number 1)**

**Your model contains the following variables (Group number 1)**

Observed, endogenous variables

- JS3
- JS2
- JS1
- JA3
- JA2
- JA1
- EITL1
- EITL2

EITL3

EE3

EE2

EE1

ES3

ES2

ES1

Unobserved, endogenous variables

EITL

EE

ES

Unobserved, exogenous variables

JS

JA

e3

e2

e1

e6

e5

e4

e13

e14

e15

e20

e9

e8

e7

e12

e11

e10

e16

e17

**Variable counts (Group number 1)**

Number of variables in your model: 38

Number of observed variables: 15

Number of unobserved variables: 23

Number of exogenous variables: 20

Number of endogenous variables: 18

**Sample Moments (Group number 1)**  
**Sample Covariances (Group number 1)**

	E S 1	E S 2	E S 3	E E 1	E E 2	E E 3	EI TL 3	EI TL 2	EI TL 1	J A 1	J A 2	J A 3	J S 1	J S 2	J S 3	
ES 1	.8 5 7															
ES 2	.4 5 4	.7 7 3														
ES 3	.3 0 5	.2 8 8	.7 0 6													
EE 1	.2 3 5	.1 5 4	.2 0 9	.8 0 7												
EE 2	.2 9 2	.2 3 2	.2 3 3	.5 9 7	.8 1 6											
EE 3	.2 7 8	.1 6 0	.1 7 6	.4 9 2	.5 6 2	.8 6 2										
EI TL 3	.1 5 1	.2 5 1	.1 5 2	.1 6 3	.1 8 2	.1 2 4	.58 1									
EI TL 2	.1 6 6	.2 4 9	.1 8 4	.1 4 5	.1 4 7	.1 2 7	.39 9	.42 3								
EI TL 1	.1 5 6	.2 2 0	.1 4 9	.1 8 0	.1 8 8	.1 7 1	.39 5	.28 2	.54 0							
JA 1	.3 1 1	.2 6 1	.2 5 6	.3 6 9	.3 8 7	.3 3 8	.22 1	.21 6	.19 1	.7 8 5						
JA 2	.2 8 1	.2 7 9	.3 3 5	.3 4 2	.4 4 1	.3 0 6	.22 8	.17 5	.20 4	.4 5 0	.8 2 2					
JA 3	.3 8 8	.2 4 7	.2 7 7	.3 5 1	.3 5 5	.2 7 2	.19 2	.17 1	.14 1	.4 8 5	.4 5 0	.8 9 4				
JS	.3	.3	.3	.3	.4	.4	.18	.16	.20	.4	.4	.4	.9			

	E S 1	E S 2	E S 3	E E 1	E E 2	E E 3	EI TL 3	EI TL 2	EI TL 1	J A 1	J A 2	J A 3	J S 1	J S 2	J S 3
1	2	1	2	7	2	4	7	5	0	2	4	2	8		
JS 2	2	6	3	8	2	4				8	9	8	0		
	.3	.3	.3	.3	.3	.4	.22	.21	.25	.4	.4	.3	.7	.9	
	4	3	5	6	9	1	6	0	4	1	3	8	7	2	
JS 3	8	5	0	0	8	0				6	1	9	1	2	
	.3	.3	.3	.3	.3	.3	.26	.22	.26	.4	.3	.3	.6	.7	.7
	3	1	1	4	6	8	4	7	3	1	8	5	7	6	7
	8	9	5	8	9	3				3	2	8	4	2	7

Condition number = 69.819

Eigenvalues

5.285 1.140 .923 .822 .719 .500 .395 .347 .327 .305 .202 .182 .170 .156 .076

Determinant of sample covariance matrix = .000



**Sample Correlations (Group number 1)**

	E S 1	E S 2	E S 3	E E 1	E E 2	E E 3	EI T L 3	EI T L 2	EI T L 1	J A 1	J A 2	J A 3	J S 1	J S 2	J S 3	
E S1	1. 0 0 0															
E S2	.5 7	1. 0 0 0														
E S3	.3 9 1	.3 9 0	1. 0 0 0													
E E 1	.2 8 2	.1 9 4	.2 7 7	1. 0 0 0												
E E 2	.3 4 9	.2 9 2	.3 0 7	.7 3 6	1. 0 0 0											
E E 3	.3 2 3	.1 9 6	.2 2 5	.5 9 0	.6 7 1	1. 0 0 0										
EI T L 3	.2 1 3	.3 7 4	.2 3 7	.2 3 8	.2 6 5	.1 7 6	1. 00 0									
EI T L 2	.2 7 5	.4 3 5	.3 3 7	.2 4 8	.2 5 1	.2 1 0	.6 24	1. 00 0								
EI T L 1	.2 3 0	.3 4 1	.2 4 1	.2 7 3	.2 8 4	.2 5 0	.7 05	.5 91	1. 00 0							
J	.3	.3	.3	.4	.4	.4	.3	.3	.2	1.						

	E S 1	E S 2	E S 3	E E 1	E E 2	E E 3	EI T L 3	EI T L 2	EI T L 1	J A 1	J A 2	J A 3	J S 1	J S 2	J S 3
A 1	7 9	3 5	4 4	6 3	8 3	1 1	28	75	93	0 0 0					
J A 2	.3 3 5	.3 5 0	.4 3 9	.4 2 0	.5 3 8	.3 6 3	.3 30	.2 96	.3 07	.5 6 1	1. 0 0				
J A 3	.3 8 6	.2 9 7	.3 4 9	.4 1 3	.4 1 6	.3 0 9	.2 66	.2 77	.2 03	.5 7 9	.5 2 4	1. 0 0 0			
JS 1	.3 5 2	.3 6 3	.3 8 8	.4 2 5	.4 7 2	.4 8 4	.2 48	.2 56	.2 75	.4 8 8	.5 0 0	.4 5 7	1. 0 0 0		
JS 2	.3 9 2	.3 9 7	.4 3 3	.4 1 7	.4 5 9	.4 5 9	.3 08	.3 36	.3 60	.4 8 9	.4 9 4	.4 2 8	.8 1 1	1. 0 0 0	
JS 3	.4 1 4	.4 1 2	.4 2 6	.4 3 9	.4 6 3	.4 6 9	.3 92	.3 96	.4 06	.5 2 9	.4 7 8	.4 3 0	.7 7 3	.9 7 0	1. 0 0 0

Condition number = 73.561

Eigenvalues

6.612 1.732 1.215 1.029 .860 .665 .509 .448 .423 .373 .327 .281 .220 .215 .090

**Notes for Model (Default model)****Computation of degrees of freedom (Default model)**

Number of distinct sample moments: 120  
 Number of distinct parameters to be estimated: 39  
 Degrees of freedom (120 - 39): 81

**Result (Default model)**

Minimum was achieved  
 Chi-square = 146.394  
 Degrees of freedom = 81  
 Probability level = .000

**Estimates (Group number 1 - Default model)****Scalar Estimates (Group number 1 - Default model)****Maximum Likelihood Estimates****Regression Weights: (Group number 1 - Default model)**

			Estimate	S.E.	C.R.	P	Label
EE	<---	JS	.137	.070	1.950	.051	par_14
ES	<---	JA	.362	.087	4.148	***	par_15
ES	<---	JS	.181	.060	3.044	.002	par_17
EE	<---	JA	.606	.106	5.720	***	par_18
EITL	<---	JS	.089	.071	1.254	.210	par_1
EITL	<---	JA	.161	.133	1.207	.228	par_2
EITL	<---	EE	.007	.088	.079	.937	par_13
EITL	<---	ES	.394	.149	2.653	.008	par_16
JS3	<---	JS	1.000				
JS2	<---	JS	1.113	.037	30.210	***	par_3
JS1	<---	JS	1.007	.048	20.892	***	par_4
JA3	<---	JA	1.000				
JA2	<---	JA	1.021	.097	10.560	***	par_5
JA1	<---	JA	1.035	.093	11.137	***	par_6
EITL1	<---	EITL	1.000				
EITL2	<---	EITL	.805	.066	12.107	***	par_7
EITL3	<---	EITL	1.076	.077	13.989	***	par_8
EE3	<---	EE	1.000				
EE2	<---	EE	1.197	.087	13.760	***	par_9
EE1	<---	EE	1.061	.083	12.796	***	par_10
ES3	<---	ES	1.000				
ES2	<---	ES	1.270	.166	7.634	***	par_11
ES1	<---	ES	1.302	.170	7.677	***	par_12

**Standardized Regression Weights: (Group number 1 - Default model)**

		Estimate
EE	<--- JS	.166
ES	<--- JA	.481
ES	<--- JS	.298
EE	<--- JA	.589
EITL	<--- JS	.122
EITL	<--- JA	.178
EITL	<--- EE	.008
EITL	<--- ES	.329
JS3	<--- JS	.938
JS2	<--- JS	.958
JS1	<--- JS	.840
JA3	<--- JA	.705
JA2	<--- JA	.750
JA1	<--- JA	.779
EITL1	<--- EITL	.817
EITL2	<--- EITL	.743
EITL3	<--- EITL	.847
EE3	<--- EE	.738
EE2	<--- EE	.908
EE1	<--- EE	.809
ES3	<--- ES	.597
ES2	<--- ES	.725
ES1	<--- ES	.705

**Covariances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
JS <--> JA	.377	.051	7.371	***	par_19

**Correlations: (Group number 1 - Default model)**

	Estimate
JS <--> JA	.684

**Variances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
JS	.683	.068	10.048	***	par_20
JA	.445	.073	6.100	***	par_21
e16	.231	.039	5.942	***	par_22
e17	.122	.028	4.363	***	par_23
e20	.244	.036	6.824	***	par_24
e3	.094	.014	6.593	***	par_25
e2	.076	.016	4.844	***	par_26
e1	.288	.028	10.148	***	par_27
e6	.450	.048	9.324	***	par_28
e5	.359	.042	8.647	***	par_29
e4	.309	.038	8.071	***	par_30
e13	.179	.024	7.425	***	par_31
e14	.190	.021	8.925	***	par_32
e15	.164	.026	6.423	***	par_33
e9	.392	.040	9.690	***	par_34
e8	.143	.030	4.771	***	par_35
e7	.279	.033	8.476	***	par_36
e12	.455	.048	9.518	***	par_37
e11	.367	.049	7.547	***	par_38
e10	.431	.054	8.050	***	par_39

**Squared Multiple Correlations: (Group number 1 - Default model)**

	Estimate
ES	.516
EE	.508
EITL	.322
ES1	.497
ES2	.525
ES3	.356
EE1	.654
EE2	.824
EE3	.545

	Estimate
EITL3	.718
EITL2	.552
EITL1	.668
JA1	.606
JA2	.563
JA3	.497
JS1	.706
JS2	.917
JS3	.880

**Total Effects (Group number 1 - Default model)**

	JA	JS	ES	EE	EITL
ES	.362	.181	.000	.000	.000
EE	.606	.137	.000	.000	.000
EITL	.307	.161	.394	.007	.000
ES1	.471	.236	1.302	.000	.000
ES2	.459	.230	1.270	.000	.000
ES3	.362	.181	1.000	.000	.000
EE1	.642	.146	.000	1.061	.000
EE2	.725	.164	.000	1.197	.000
EE3	.606	.137	.000	1.000	.000
EITL3	.331	.173	.424	.007	1.076
EITL2	.247	.130	.317	.006	.805
EITL1	.307	.161	.394	.007	1.000
JA1	1.035	.000	.000	.000	.000
JA2	1.021	.000	.000	.000	.000
JA3	1.000	.000	.000	.000	.000
JS1	.000	1.007	.000	.000	.000
JS2	.000	1.113	.000	.000	.000
JS3	.000	1.000	.000	.000	.000

**Standardized Total Effects (Group number 1 - Default model)**

	JA	JS	ES	EE	EITL
ES	.508	.253	.000	.000	.000
EE	.640	.191	.000	.000	.000
EITL	.118	.085	.238	.085	.000
ES1	.339	.210	.705	.000	.000
ES2	.348	.216	.725	.000	.000
ES3	.287	.178	.597	.000	.000

	JA	JS	ES	EE	EITL
EE1	.477	.134	.000	.809	.000
EE2	.535	.150	.000	.908	.000
EE3	.435	.122	.000	.738	.000
EITL3	.289	.188	.279	.007	.847
EITL2	.254	.165	.245	.006	.743
EITL1	.279	.181	.269	.006	.817
JA1	.779	.000	.000	.000	.000
JA2	.750	.000	.000	.000	.000
JA3	.705	.000	.000	.000	.000
JS1	.000	.840	.000	.000	.000
JS2	.000	.958	.000	.000	.000
JS3	.000	.938	.000	.000	.000

**Direct Effects (Group number 1 - Default model)**

	JA	JS	ES	EE	EITL
ES	.362	.181	.000	.000	.000
EE	.606	.137	.000	.000	.000
EITL	.161	.089	.394	.007	.000
ES1	.000	.000	1.302	.000	.000
ES2	.000	.000	1.270	.000	.000
ES3	.000	.000	1.000	.000	.000
EE1	.000	.000	.000	1.061	.000
EE2	.000	.000	.000	1.197	.000
EE3	.000	.000	.000	1.000	.000
EITL3	.000	.000	.000	.000	1.076
EITL2	.000	.000	.000	.000	.805
EITL1	.000	.000	.000	.000	1.000
JA1	1.035	.000	.000	.000	.000
JA2	1.021	.000	.000	.000	.000
JA3	1.000	.000	.000	.000	.000
JS1	.000	1.007	.000	.000	.000
JS2	.000	1.113	.000	.000	.000
JS3	.000	1.000	.000	.000	.000

**Standardized Direct Effects (Group number 1 - Default model)**

	JA	JS	ES	EE	EITL
ES	.410	.204	.000	.000	.000
EE	.590	.176	.000	.000	.000
EITL	.118	.085	.238	.085	.000
ES1	.000	.000	.705	.000	.000

	JA	JS	ES	EE	EITL
ES2	.000	.000	.725	.000	.000
ES3	.000	.000	.597	.000	.000
EE1	.000	.000	.000	.809	.000
EE2	.000	.000	.000	.908	.000
EE3	.000	.000	.000	.738	.000
EITL3	.000	.000	.000	.000	.847
EITL2	.000	.000	.000	.000	.743
EITL1	.000	.000	.000	.000	.817
JA1	.779	.000	.000	.000	.000
JA2	.750	.000	.000	.000	.000
JA3	.705	.000	.000	.000	.000
JS1	.000	.840	.000	.000	.000
JS2	.000	.958	.000	.000	.000
JS3	.000	.938	.000	.000	.000

**Indirect Effects (Group number 1 - Default model)**

	JA	JS	ES	EE	EITL
ES	.000	.000	.000	.000	.000
EE	.000	.000	.000	.000	.000
EITL	.147	.072	.000	.000	.000
ES1	.471	.236	.000	.000	.000
ES2	.459	.230	.000	.000	.000
ES3	.362	.181	.000	.000	.000
EE1	.642	.146	.000	.000	.000
EE2	.725	.164	.000	.000	.000
EE3	.606	.137	.000	.000	.000
EITL3	.331	.173	.424	.007	.000
EITL2	.247	.130	.317	.006	.000
EITL1	.307	.161	.394	.007	.000
JA1	.000	.000	.000	.000	.000
JA2	.000	.000	.000	.000	.000
JA3	.000	.000	.000	.000	.000
JS1	.000	.000	.000	.000	.000
JS2	.000	.000	.000	.000	.000
JS3	.000	.000	.000	.000	.000

**Standardized Indirect Effects (Group number 1 - Default model)**

	JA	JS	ES	EE	EITL
ES	.098	.049	.000	.000	.000
EE	.050	.015	.000	.000	.000



	JA	JS	ES	EE	EITL
EITL	.000	.000	.000	.000	.000
ES1	.339	.210	.000	.000	.000
ES2	.348	.216	.000	.000	.000
ES3	.287	.178	.000	.000	.000
EE1	.477	.134	.000	.000	.000
EE2	.535	.150	.000	.000	.000
EE3	.435	.122	.000	.000	.000
EITL3	.289	.188	.279	.007	.000
EITL2	.254	.165	.245	.006	.000
EITL1	.279	.181	.269	.006	.000
JA1	.000	.000	.000	.000	.000
JA2	.000	.000	.000	.000	.000
JA3	.000	.000	.000	.000	.000
JS1	.000	.000	.000	.000	.000
JS2	.000	.000	.000	.000	.000
JS3	.000	.000	.000	.000	.000

### Model Fit Summary

#### CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	39	146.394	81	.000	1.807
Saturated model	120	.000	0		
Independence model	15	2402.330	105	.000	22.879

#### RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.033	.934	.902	.630
Saturated model	.000	1.000		
Independence model	.309	.291	.190	.255

#### Baseline Comparisons

Model	NFI	RFI	IFI	TLI	CFI
	Delta1	rho1	Delta2	rho2	
Default model	.939	.921	.972	.963	.972
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

#### Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.771	.724	.749
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

**NCP**

Model	NCP	LO 90	HI 90
Default model	65.394	35.398	103.229
Saturated model	.000	.000	.000
Independence model	2297.330	2141.485	2460.528

**FMIN**

Model	FMIN	F0	LO 90	HI 90
Default model	.552	.247	.134	.390
Saturated model	.000	.000	.000	.000
Independence model	9.065	8.669	8.081	9.285

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.055	.041	.069	.263
Independence model	.287	.277	.297	.000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	224.394	229.406	364.150	403.150
Saturated model	240.000	255.422	670.020	790.020
Independence model	2432.330	2434.258	2486.082	2501.082

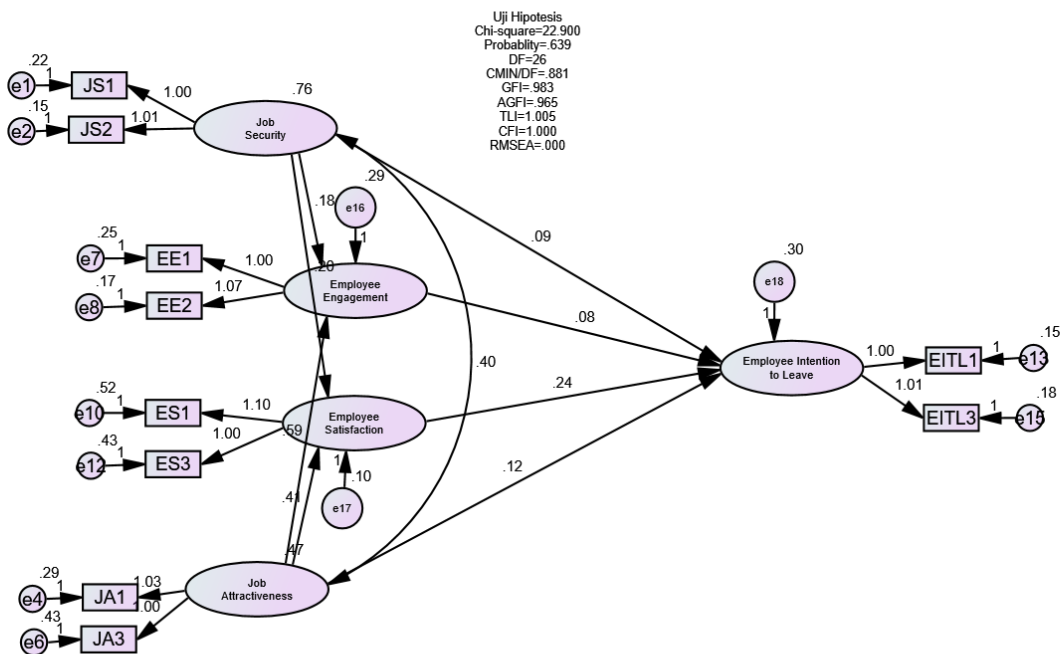
**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	.847	.734	.990	.866
Saturated model	.906	.906	.906	.964
Independence model	9.179	8.591	9.794	9.186

**HOELTER**

Model	HOELTER	HOELTER
	.05	.01
Default model	187	206
Independence model	15	16

**Lampiran 8 Final Model**



**Analysis Summary**

**Date and Time**

Date: Friday, June 3, 2022

Time: 9:42:44 AM

**Title**

final model: Friday, June 3, 2022 9:42 AM

**Notes for Group (Group number 1)**

The model is recursive.

Sample size = 266

### Variable Summary (Group number 1)

#### Your model contains the following variables (Group number 1)

Observed, endogenous variables

JS2

JS1

JA3

JA1

EITL1

EITL3

EE2

EE1

ES3

ES1

Unobserved, endogenous variables

EITL

EE

ES

Unobserved, exogenous variables

JS

JA

e2

e1

e6

e4

e13

e15

e8

e7

e12

e10

e16

e17

e18

#### Variable counts (Group number 1)

Number of variables in your model: 28

Number of observed variables: 10

Number of unobserved variables: 18

Number of exogenous variables: 15

Number of endogenous variables: 13

**Sample Moments (Group number 1)****Sample Covariances (Group number 1)**

	ES1	ES3	EE 1	EE 2	EITL 3	EITL 1	JA1	JA3	JS1	JS2
ES1	.85 7									
ES3	.30 5	.70 6								
EE1	.23 5	.20 9	.80 7							
EE2	.29 2	.23 3	.59 7	.81 6						
EITL 3	.15 1	.15 2	.16 3	.18 2	.581					
EITL 1	.15 6	.14 9	.18 0	.18 8	.395	.540				
JA1	.31 1	.25 6	.36 9	.38 7	.221	.191	.78 5			
JA3	.33 8	.27 7	.35 1	.35 5	.192	.141	.48 5	.89 4		
JS1	.32 2	.32 3	.37 8	.42 2	.187	.200	.42 8	.42 8	.98 0	
JS2	.34 8	.35 0	.36 0	.39 8	.226	.254	.41 6	.38 9	.77 1	.92 2

Condition number = 23.843

Eigenvalues

3.694 .798 .769 .715 .581 .455 .337 .212 .174 .155

Determinant of sample covariance matrix = .001

**Sample Correlations (Group number 1)**

	ES1	ES3	EE1	EE2	EITL 3	EITL 1	JA1	JA3	JS1	JS2
ES1	1.00 0									
ES3	.391	1.00 0								
EE1	.282	.277	1.00 0							
EE2	.349	.307	.736	1.00 0						

	ES1	ES3	EE1	EE2	EITL 3	EITL 1	JA1	JA3	JS1	JS2
EITL 3	.213	.237	.238	.265	1.00 0					
EITL 1	.230	.241	.273	.284	.705	1.00 0				
JA1	.379	.344	.463	.483	.328	.293	1.00 0			
JA3	.386	.349	.413	.416	.266	.203	.579	1.00 0		
JS1	.352	.388	.425	.472	.248	.275	.488	.457	1.00 0	
JS2	.392	.433	.417	.459	.308	.360	.489	.428	.811	1.00 0

Condition number = 24.981

Eigenvalues

4.489 1.303 .968 .805 .706 .595 .411 .289 .254 .180

#### Notes for Model (Default model)

#### Computation of degrees of freedom (Default model)

Number of distinct sample moments: 55

Number of distinct parameters to be estimated: 29

Degrees of freedom (55 - 29): 26

#### Result (Default model)

Minimum was achieved

Chi-square = 22.900

Degrees of freedom = 26

Probability level = .639

#### Estimates (Group number 1 - Default model)

#### Scalar Estimates (Group number 1 - Default model)

#### Maximum Likelihood Estimates

**Regression Weights: (Group number 1 - Default model)**

			Estimate	S.E.	C.R.	P	Label
EE	<---	JS	.176	.080	2.198	.028	par_9
ES	<---	JA	.410	.100	4.105	***	par_10
ES	<---	JS	.204	.075	2.737	.006	par_12
EE	<---	JA	.590	.121	4.866	***	par_13
EITL	<---	JS	.085	.090	.950	.342	par_1
EITL	<---	JA	.118	.176	.669	.503	par_2
EITL	<---	EE	.085	.093	.915	.360	par_8
EITL	<---	ES	.238	.240	.995	.320	par_11
JS2	<---	JS	1.008	.063	15.978	***	par_3
JS1	<---	JS	1.000				
JA3	<---	JA	1.000				
JA1	<---	JA	1.033	.100	10.337	***	par_4
EITL3	<---	EITL	1.006	.132	7.604	***	par_5
EE2	<---	EE	1.073	.086	12.465	***	par_6
EE1	<---	EE	1.000				
ES3	<---	ES	1.000				
ES1	<---	ES	1.100	.158	6.976	***	par_7
EITL1	<---	EITL	1.000				

**Standardized Regression Weights: (Group number 1 - Default model)**

			Estimate
EE	<---	JS	.207
ES	<---	JA	.533
ES	<---	JS	.339
EE	<---	JA	.542
EITL	<---	JS	.119
EITL	<---	JA	.128
EITL	<---	EE	.101
EITL	<---	ES	.200
JS2	<---	JS	.918
JS1	<---	JS	.883
JA3	<---	JA	.724
JA1	<---	JA	.798
EITL3	<---	EITL	.827
EE2	<---	EE	.887
EE1	<---	EE	.830
ES3	<---	ES	.626

		Estimate
ES1	<--- ES	.625
EITL1	<--- EITL	.853

**Covariances: (Group number 1 - Default model)**

		Estimate	S.E.	C.R.	P	Label
JS	<--> JA	.404	.060	6.792	***	par_14

**Correlations: (Group number 1 - Default model)**

		Estimate
JS	<--> JA	.676

**Variances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
JS	.765	.091	8.409	***	par_15
JA	.468	.077	6.078	***	par_16
e16	.285	.045	6.330	***	par_17
e17	.099	.038	2.585	.010	par_18
e18	.303	.054	5.630	***	par_19
e2	.145	.040	3.653	***	par_20
e1	.215	.042	5.184	***	par_21
e6	.426	.051	8.288	***	par_22
e4	.285	.045	6.367	***	par_23
e13	.147	.049	2.976	.003	par_24
e15	.184	.051	3.610	***	par_25
e8	.175	.044	3.957	***	par_26
e7	.251	.042	5.966	***	par_27
e12	.430	.053	8.164	***	par_28
e10	.522	.064	8.185	***	par_29

**Squared Multiple Correlations: (Group number 1 - Default model)**

	Estimate
ES	.643
EE	.488
EITL	.228
ES1	.391
ES3	.392
EE1	.689
EE2	.786



	Estimate
EITL3	.684
EITL1	.727
JA1	.636
JA3	.524
JS1	.780
JS2	.843

**Total Effects (Group number 1 - Default model)**

	JA	JS	ES	EE	EITL
ES	.410	.204	.000	.000	.000
EE	.590	.176	.000	.000	.000
EITL	.265	.149	.238	.085	.000
ES1	.451	.225	1.100	.000	.000
ES3	.410	.204	1.000	.000	.000
EE1	.590	.176	.000	1.000	.000
EE2	.634	.189	.000	1.073	.000
EITL3	.267	.150	.240	.085	1.006
EITL1	.265	.149	.238	.085	1.000
JA1	1.033	.000	.000	.000	.000
JA3	1.000	.000	.000	.000	.000
JS1	.000	1.000	.000	.000	.000
JS2	.000	1.008	.000	.000	.000

**Standardized Total Effects (Group number 1 - Default model)**

	JA	JS	ES	EE	EITL
ES	.533	.339	.000	.000	.000
EE	.542	.207	.000	.000	.000
EITL	.290	.208	.200	.101	.000
ES1	.333	.212	.625	.000	.000
ES3	.334	.213	.626	.000	.000
EE1	.450	.172	.000	.830	.000
EE2	.480	.183	.000	.887	.000
EITL3	.240	.172	.166	.083	.827
EITL1	.247	.177	.171	.086	.853
JA1	.798	.000	.000	.000	.000
JA3	.724	.000	.000	.000	.000
JS1	.000	.883	.000	.000	.000
JS2	.000	.918	.000	.000	.000

**Direct Effects (Group number 1 - Default model)**

	JA	JS	ES	EE	EITL
ES	.410	.204	.000	.000	.000
EE	.590	.176	.000	.000	.000
EITL	.118	.085	.238	.085	.000
ES1	.000	.000	1.100	.000	.000
ES3	.000	.000	1.000	.000	.000
EE1	.000	.000	.000	1.000	.000
EE2	.000	.000	.000	1.073	.000
EITL3	.000	.000	.000	.000	1.006
EITL1	.000	.000	.000	.000	1.000
JA1	1.033	.000	.000	.000	.000
JA3	1.000	.000	.000	.000	.000
JS1	.000	1.000	.000	.000	.000
JS2	.000	1.008	.000	.000	.000

**Standardized Direct Effects (Group number 1 - Default model)**

	JA	JS	ES	EE	EITL
ES	.533	.339	.000	.000	.000
EE	.542	.207	.000	.000	.000
EITL	.128	.119	.200	.101	.000
ES1	.000	.000	.625	.000	.000
ES3	.000	.000	.626	.000	.000
EE1	.000	.000	.000	.830	.000
EE2	.000	.000	.000	.887	.000
EITL3	.000	.000	.000	.000	.827
EITL1	.000	.000	.000	.000	.853
JA1	.798	.000	.000	.000	.000
JA3	.724	.000	.000	.000	.000
JS1	.000	.883	.000	.000	.000
JS2	.000	.918	.000	.000	.000

**Indirect Effects (Group number 1 - Default model)**

	JA	JS	ES	EE	EITL
ES	.000	.000	.000	.000	.000
EE	.000	.000	.000	.000	.000
EITL	.148	.064	.000	.000	.000
ES1	.451	.225	.000	.000	.000
ES3	.410	.204	.000	.000	.000

	JA	JS	ES	EE	EITL
EE1	.590	.176	.000	.000	.000
EE2	.634	.189	.000	.000	.000
EITL3	.267	.150	.240	.085	.000
EITL1	.265	.149	.238	.085	.000
JA1	.000	.000	.000	.000	.000
JA3	.000	.000	.000	.000	.000
JS1	.000	.000	.000	.000	.000
JS2	.000	.000	.000	.000	.000

**Standardized Indirect Effects (Group number 1 - Default model)**

	JA	JS	ES	EE	EITL
ES	.000	.000	.000	.000	.000
EE	.000	.000	.000	.000	.000
EITL	.161	.089	.000	.000	.000
ES1	.333	.212	.000	.000	.000
ES3	.334	.213	.000	.000	.000
EE1	.450	.172	.000	.000	.000
EE2	.480	.183	.000	.000	.000
EITL3	.240	.172	.166	.083	.000
EITL1	.247	.177	.171	.086	.000
JA1	.000	.000	.000	.000	.000
JA3	.000	.000	.000	.000	.000
JS1	.000	.000	.000	.000	.000
JS2	.000	.000	.000	.000	.000

**Model Fit Summary**

**CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	29	22.900	26	.639	.881
Saturated model	55	.000	0		
Independence model	10	1210.349	45	.000	26.897

**RMR, GFI**

Model	RMR	GFI	AGFI	PGFI
Default model	.015	.983	.965	.465

Model	RMR	GFI	AGFI	PGFI
Saturated model	.000	1.000		
Independence model	.297	.406	.274	.332

### Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.981	.967	1.003	1.005	1.000
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

### Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.578	.567	.578
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

### NCP

Model	NCP	LO 90	HI 90
Default model	.000	.000	11.735
Saturated model	.000	.000	.000
Independence model	1165.349	1055.622	1282.466

### FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	.086	.000	.000	.044
Saturated model	.000	.000	.000	.000
Independence model	4.567	4.398	3.983	4.839

### RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.000	.000	.041	.984
Independence model	.313	.298	.328	.000

### AIC

Model	AIC	BCC	BIC	CAIC
Default model	80.900	83.412	184.821	213.821
Saturated model	110.000	114.764	307.092	362.092
Independence model	1230.349	1231.215	1266.184	1276.184

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	.305	.317	.361	.315
Saturated model	.415	.415	.415	.433
Independence model	4.643	4.229	5.085	4.646

**HOELTER**

Model	HOELTER .05	HOELTER .01
Default model	450	529
Independence model	14	16



## Lampiran 9 Mapping Terdahulu

No	Nama, Tahun dan Judul Penelitian	Variabel	Alat Analisa	Hasil Penelitian
1.	<p>Ni Ketut Septiari I Komang Ardana (2016) <i>Pengaruh Job Insecurity Dan Stres Kerja Terhadap Turnover Intention Karyawan Pada Hotel Asana Agungputra Bali</i>  <a href="https://Scholar.Google.Co.Id/Scholar?hl=Id&amp;As_Sdt=0%2c5&amp;As_Vis=1&amp;Q=Job+Security+Terhadap+Turnover+Intention&amp;Btnq=">https://Scholar.Google.Co.Id/Scholar?hl=Id&amp;As_Sdt=0%2c5&amp;As_Vis=1&amp;Q=Job+Security+Terhadap+Turnover+Intention&amp;Btnq=</a></p>	<p><i>Job Insecurity Dan Stres Kerja Terhadap Turnover Intention</i></p>	<p>Regresi Berganda</p>	<p>Job Insecurity Berpengaruh Positif Dan Signifikan Terhadap Turnover Intention</p>
2.	<p>Tika Nur Halimah, Aziz Fathoni, Maria Magdalena Minarsih, (2016), Pengaruh Job Insecurity, Employee satisfaction Dan Lingkungan Kerja Terhadap Turnover Intention Pramuniaga Di Gelael Supermarket (Studi Kasus Pada Gelael Superindo Kota Semarang)  <a href="http://Jurnal.Unpand.Ac.Id/Index.Php/Ms/Article/View/606">http://Jurnal.Unpand.Ac.Id/Index.Php/Ms/Article/View/606</a></p>	<p>Job Insecurity, Employee satisfaction Dan Lingkungan Kerja Terhadap Turnover Intention</p>	<p>Regresi Berganda</p>	<p>Job Insecurity Berpengaruh Negatif Terhadap Turnover Intention.</p>
3.	<p>Widodo, Rohadi (2010) Analisis Pengaruh Keamanan Kerja Dan Komitmen Organisasional Terhadap Turnover Intention Serta Dampaknya Pada Kinerja Karyawan Outsourcing (Studi Pada Pt. Pln Persero Apj Yogyakarta) <a href="http://Eprints.Undip.Ac.Id/23812/">http://Eprints.Undip.Ac.Id/23812/</a></p>	<p>Keamanan Kerja Dan Komitmen Organisasional Terhadap</p>	<p>Regresi Berganda</p>	<p>Keamanan Kerja Berpengaruh Negatif Terhadap Turn Over</p>

		Turnover Intention		Intention
4.	<p><i>Andi Rahmawati, Aan Khurosani (2020) Analisis Employee engagement Dan Keamanan Kerja Terhadap Intensi Turnover Karyawan Outsourcing Millenial Melalui Employee satisfaction (Studi Empiris Pada Divisi Sentra Operasi (Sto) Kantor Pusat Pt Bank Rakyat Indonesia Tbk.)</i>  <a href="https://jurnal.untirta.ac.id/index.php/jrbm/article/view/9608">https://jurnal.untirta.ac.id/index.php/jrbm/article/view/9608</a></p>	<p><i>Analisis Employee engagement t Dan Keamanan Kerja Terhadap Intensi Turnover</i></p>	<p>Structural Equation Modeling (Sem) Dengan Pengolahan Data Menggunakan Smartpls 3.0.</p>	<p>Terdapat Pengaruh Yang Negatif Dan Signifikan Antara Job Security Terhadap Turnover Intention.</p>
5.	<p>Astri Ayu Purwati, Sisilia Maricy (2021) Pengaruh Beban Kerja, Lingkungan Kerja Dan Job Insecurity Terhadap Turnover Intention Karyawan Pt. Bumi Raya Mestika Pekanbaru  <a href="https://doi.org/10.37385/Msej.V2i1.76">https://doi.org/10.37385/Msej.V2i1.76</a></p>	<p>Beban Kerja, Lingkungan Kerja Dan Job Insecurity Terhadap Turnover Intention</p>	<p>Regresi Linear Berganda</p>	<p>Job Insecurity Secara Parsial Tidak Berpengaruh Terhadap Turnover Intention.</p>
6.	<p>Selena Medysar , Fachrudiy Asj'ari, Siti Samsiyah (2019) Pengaruh Job Insecurity Terhadap Turnover Intention Melalui Stres Kerja Sebagai Variabel Intervening Pada Karyawan Pt. Malidas Sterilindo Di Sidoarjo  <a href="https://doi.org/10.36456/Majeko.Vol24.No2.A2065">https://doi.org/10.36456/Majeko.Vol24.No2.A2065</a></p>	<p>Job Insecurity Terhadap Turnover Intention Melalui Stres Kerja</p>	<p>Path Analysis</p>	<p>Job Insecurity Berpengaruh Signifikan Dan Positif Terhadap</p>



		Sebagai Variabel Intervening		Turnover Intention
7.	<p><i>Ni Made Widayarsi, I Gusti Ayu Manuati Dewi, Made Subudi (2017) Pengaruh Ketidakamanan Kerja Dan Kompensasi Terhadap Employee satisfaction Dan Turnover Intention Karyawan Besakih Beach Hotel Denpasar</i>  <a href="https://Scholar.Google.Co.Id/Scholar?Start=40&amp;Q=Keamanan+Kerja+Terhadap+Turnover+Intention&amp;HI=Id&amp;As_Sdt=0,5&amp;As_Vis=1">https://Scholar.Google.Co.Id/Scholar?Start=40&amp;Q=Keamanan+Kerja+Terhadap+Turnover+Intention&amp;HI=Id&amp;As_Sdt=0,5&amp;As_Vis=1</a></p>	Ketidakamanan Kerja Dan Kompensasi Terhadap Employee satisfaction Dan Turnover Intention	Path Analysis	Ketidakamanan Kerja Berpengaruh Positif Terhadap Turnover Intention,
8.	<p><i>Sandi, Freza Mahaztra And Nugraheni, Rini (2014) Analisis Pengaruh Kompensasi Dan Job Insecurity Terhadap Turnover Intention (Studi Pada Guru Sdit Asy-Syaamil Bontang).</i>  <a href="http://Eprints.Undip.Ac.Id/43573/">http://Eprints.Undip.Ac.Id/43573/</a></p>	Kompensasi Dan Job Insecurity Terhadap Turnover Intention	Analisis Regresi	Job Insecurity Berpengaruh Positif Dan Signifikan Terhadap Turnover Intention
9.	<p><i>Desi Karina, Rini Rakhmawati, M. Zainal Abidin, (2018) Pengaruh Job Insecurity Terhadap Turnover Intention Pada Karyawan Hotel Amaris.</i>  <a href="http://Ppjp.Ulm.Ac.Id/Journals/Index.Php/Jim/Article/View/1707">http://Ppjp.Ulm.Ac.Id/Journals/Index.Php/Jim/Article/View/1707</a></p>	Job Insecurity Terhadap Turnover Intention	Regresi	Job Insecurity Berpengaruh Positif Dan

				Signifikan Terhadap Turnover Intention
10.	Pratomo, Ahmad (2016) "Pengaruh Kompensasi <i>Dan</i> Job Insecurity Terhadap Employee Engagement" (Studi Pada Pegawai Sekretariat Komisi Pengawas Persaingan Usaha). <a href="http://Repository.Mercubuana.Ac.Id/Id/Eprint/62213">Http://Repository.Mercubuana.Ac.Id/Id/Eprint/62213</a>	Kompensasi <i>Dan</i> Job Insecurity Terhadap Employee Engagement	Regresi Linier Berganda	Job Insecurity Secara Parsial Memiliki Pengaruh Yang Signifikan Terhadap Employee Engagement
11.	Aprianita, Mafizatul Nurhayati (2021) Pengaruh Job Insecurity Terhadap Prestasi Kerja Dengan Etika Kerja Islami <i>Dan</i> Employee Engagement Sebagai Variabel Mediasi (Studi Pada Bank Muamalat Wilayah Jakarta Barat) <a href="https://Doi.Org/10.24018/Ejbm.2021.6.5.1054">Https://Doi.Org/10.24018/Ejbm.2021.6.5.1054</a>	Job Insecurity Terhadap Prestasi Kerja Dengan Etika Kerja Islami <i>Dan</i> Employee Engagement	Model Persamaan Struktural -Partial Least Square (Sem-PLS).	Job Insecurity Berpengaruh Positif <i>Dan</i> Signifikan Terhadap Employee Engagement,
12.	Shabrina Alifah Subiantoro, Eisha Lataruva (2022) Pengaruh Job Insecurity <i>Dan</i> Job Stress	Job	Analisis	Ketidakama

	<p>Terhadap Work Engagement Dengan Self-Efficacy Sebagai Variabel Moderating (Studi Pada Karyawan Tetap Pt. Taman Wisata Candi Borobudur, Prambanan Dan Ratu Boko (Pesero Yogyakarta) <a href="https://ejournal3.undip.ac.id/Index.Php/Djom/Article/View/33959/0">https://ejournal3.undip.ac.id/Index.Php/Djom/Article/View/33959/0</a></p>	<p>Insecurity Dan Job Stress Terhadap Work Engagement Dengan Self-Efficacy Sebagai Variabel</p>	<p>Regresi Program Spss 25</p>	<p>nan Kerja Dan Stres Kerja Memiliki Pengaruh Negatif Yang Signifikan Terhadap Employee engagement</p>
13.	<p>Werinussa, Jesi Oktavia Agustin (2020) <i>Pengaruh Job Insecurity Dan Grit Terhadap Work Engagement Pada Tenaga Kerja Hospitality Selama Pandemi Covid-19</i> <a href="https://Repository.Mercubuana.Ac.Id/61291/">https://Repository.Mercubuana.Ac.Id/61291/</a></p>	<p><i>Pengaruh Job Insecurity Dan Grit Terhadap Work Engagement</i></p>	<p>Purposive Sampling Dengan Menggunakan Uwes (Utrecht Work Engagement Scale)</p>	<p>Job Insecurity Memberikan Pengaruh Terhadap Work Engagement</p>
14.	<p>Nurfauzi, Febry (2020) Pengaruh Organizational Culture, Job Insecurity, Commitment Organizational, Psychological Meaningfulness Terhadap Work Engagement (Studi Pada Pengasuh Lembaga Kesejahteraan Sosial Kabupaten Aceh Tengah – Takengon Dan Gayo Lues). <a href="http://Repository.Mercubuana.Ac.Id/Id/Eprint/57121">Http://Repository.Mercubuana.Ac.Id/Id/Eprint/57121</a></p>	<p>Organizational Culture, Job Insecurity, Commitment</p>	<p>Structural Equation Model (Sem) Dengan Alat</p>	<p>Job In Security Yang Berpengaruh Negatif Signifikan</p>

		nt Organizational, Psychological Meaningfulness Terhadap Work Engagement	Analisis Smart-PLS 3.0.	Terhadap Work Engagement
15.	<p><i>Hari Indra Himawan, Ely Susanto , (2017), Pengaruh Job Insecurity Terhadap Work Engagement Dan Job Satisfaction Para Pengawas Mandiri Metro Jakarta Pada Pt.</i>  <a href="http://Etd.Repository.Ugm.Ac.Id/Penelitian/Detail/128746">Http://Etd.Repository.Ugm.Ac.Id/Penelitian/Detail/128746</a></p>	<p><i>Job Insecurity Terhadap Work Engagement Dan Job Satisfaction</i></p>	<p>Regresi Linier Sederhana,</p>	<p><i>Adanya Pengaruh Negatif Ketidapanan Kerja Terhadap Keterikatan Pekerjaan</i></p>
16.	<p><i>Ilham, Faisal Fikri (2021) Pengaruh Employee Engagement Dan Job Satisfaction Terhadap Turnover Intention Karyawan (Studi Kasus : Departemen Energi &amp; Industrial Pt Adhi Karya (Persero) Tbk).</i>  <a href="https://Repository.Its.Ac.Id/Id/Eprint/84636">Https://Repository.Its.Ac.Id/Id/Eprint/84636</a></p>	<p>Employee Engagement Dan Job Satisfaction Terhadap Turnover Intention</p>	<p>Spss Dan Partial Least Squares Structural Equation Model (PLS-Sem).</p>	<p><i>Job Satisfaction Berpengaruh Negatif Terhadap Turnover Intention</i></p>

17.	<p><i>Rinardus Bayu Dewantoro, Sylvia Diana Purba</i>, 2018, Pengaruh Work Engagement Dan Job Satisfaction Terhadap Turnover Intention (Perbandingan Pada Generasi X Dan Generasi Y)  <a href="http://Ojs.Atmajaya.Ac.Id/Index.Php/Wpwm/Article/View/993">Http://Ojs.Atmajaya.Ac.Id/Index.Php/Wpwm/Article/View/993</a></p>	Work Engagemen t Dan Job Satisfac sion Terhad ap Turnover Intention	Regresi Berganda	<i>Job Satisfaction Berpengaruh Terhadap Turnover Intention</i>
18.	<p>Lailatul Muftidah, (2016) <i>Pengaruh Job Satisfaction Terhadap Turnover Intention Dengan Continuance Commitment Sebagai Variabel Intervening Pada Karyawan Ef Sinergy Consultant.</i>  <a href="https://Repository.Unair.Ac.Id/53045/">https://Repository.Unair.Ac.Id/53045/</a></p>	Pengaruh Job Satisfac sion Terhad ap Turnover Intention Dengan Continuan ce Commitme nt Sebagai Variabel Intervenin g	Partial Least Square (Pls).	<i>Job Satisfaction Berpengaruh Signifikan Terhadap Turnover Intention</i>
19.	<p>Aris Susetyo (2016) <i>Pengaruh Job Satisfaction Dan Pay Satisfaction Terhadap Turnover Intention Karyawan Dengan Komitmen Organisasional Sebagai Variabel Intervening</i>  <a href="https://Doi.Org/10.32639/Fokusbisnis.V15I2.75">https://Doi.Org/10.32639/Fokusbisnis.V15I2.75</a></p>	<i>Job Satisfaction Dan Pay Satisfaction Terhadap Turnover Intention</i>	Analisis Deskriptif Dan Statistika Dengan Bantuan Program Amos 21	<i>Job Satisfaction Berpengaruh Dan Signifikan Terhadap Turnover Intention</i>

		<i>Karyawan</i>	<i>Dan Spss</i> 22.	Employee satisfaction Memiliki Pengaruh Signifikan <i>Dan</i> Negatif Terhadap Turnover Intention Karyawan
20.	Andini, Oktarini Putri (2017) Pengaruh Employee satisfaction Terhadap Stres Kerja <i>Dan</i> Turnover Intention Karyawan (Studi Pada Karyawan Pt Indolaktio Factory Pandaan) <a href="http://Repository.Ub.Ac.Id/Id/Eprint/8540/">Http://Repository.Ub.Ac.Id/Id/Eprint/8540/</a>	Employee satisfaction Terhadap Stres Kerja <i>Dan</i> Turnover Intention	Analisis Deskriptif <i>Dan</i> Analisis Jalur (Path Analysis) Dengan Bantuan Software Spss 21.0.	Employee satisfaction Berpengaruh Negatif <i>Dan</i> Signifikan Terhadap Turnover Intention
21.	Desak Putu Indrayanti, I Gede Riana (2016) Pengaruh Employee satisfaction Terhadap Turnover Intention <i>Melalui Mediasi Komitmen Organisasional Pada Pt. Ciomas Adisatwa Di Denpasar</i> <a href="https://Scholar.Google.Co.Id/Scholar?Start=60&amp;Q=Employee+Satisfaction+Terhadap+Turnover+Intention&amp;HL=Id&amp;As_Sdt=0,5&amp;As_Vis=1">https://Scholar.Google.Co.Id/Scholar?Start=60&amp;Q=Employee+Satisfaction+Terhadap+Turnover+Intention&amp;HL=Id&amp;As_Sdt=0,5&amp;As_Vis=1</a>	Employee satisfaction Terhadap Turnover Intention	Path Analysis	Employee satisfaction Berpengaruh Negatif <i>Dan</i> Signifikan Terhadap Turnover Intention
22.	Mona Tiorina Manurung, Intan Ratnawati, (2012) Analisis Pengaruh Stres Kerja <i>Dan</i> Employee satisfaction Terhadap Turnover Intention Karyawan (Studi Pada Stikes Widya Husada Semarang) <a href="https://Ejournal3.Undip.Ac.Id/Index.Php/Djom/Article/View/794">https://Ejournal3.Undip.Ac.Id/Index.Php/Djom/Article/View/794</a>	Pengaruh Stres Kerja <i>Dan</i> Employee satisfaction Terhadap	Regresi Linier Berganda	Employee satisfaction Berpengaruh Negatif Terhadap Turnover Intention

		<i>Turnover Intention</i>		
23.	<i>Dewa Gede Dharma Putra, I. Wayan Mudiartha Utama, (2017) Pengaruh Lingkungan Kerja Dan Employee satisfaction Terhadap Turnover Intention Di Mayaloka Villas Seminyak</i> <a href="https://www.neliti.com/publications/254072/pengaruh-lingkungan-kerja-dan-kepuasan-kerja-terhadap-turnover-intention-di-maya">https://www.neliti.com/publications/254072/pengaruh-lingkungan-kerja-dan-kepuasan-kerja-terhadap-turnover-intention-di-maya</a>	<i>Lingkungan Kerja Dan Employee satisfaction Terhadap Turnover Intention</i>	Regresi Linier Berganda	Employee satisfaction Berpengaruh Negatif Dan Signifikan Terhadap Turnover Intention.
24.	<i>Ida Bagus Dwihana Parta Yuda, I Komang Ardana,(2017) Pengaruh Employee satisfaction Dan Stres Kerja Terhadap Turnover Intention Pada Karyawan Hotel Holiday Inn Express</i> <a href="https://simdos.unud.ac.id/uploads/file_penelitian_1_dir/ea9a1787965b1a9b5dbd80a4b2ad7786.pdf">https://simdos.unud.ac.id/uploads/file_penelitian_1_dir/ea9a1787965b1a9b5dbd80a4b2ad7786.pdf</a>	<i>Employee satisfaction Dan Stres Kerja Terhadap Turnover Intention</i>	Regresi Linier Berganda	Employee satisfaction Berpengaruh Negatif Tidak Signifikan Terhadap Turnover Intention
25.	Gabriela Syahronica, (2015), Pengaruh Employee satisfaction Dan Stres Kerja Terhadap Turnover Intention (Studi Pada Karyawan Departemen Dunia Fantasi Pt Pembangunan Jaya Ancol, Tbk) <a href="https://www.neliti.com/publications/85723/pengaruh-kepuasan-kerja-dan-stres-kerja-terhadap-turnover-intention-studi-pada-k">https://www.neliti.com/publications/85723/pengaruh-kepuasan-kerja-dan-stres-kerja-terhadap-turnover-intention-studi-pada-k</a>	<i>Employee satisfaction Dan Stres Kerja Terhadap Turnover Intention</i>	Regresi Linier Berganda	Pengaruh Yang Signifikan Employee satisfaction Terhadap Turnover Intention

26.	<p>Agung Aws Waspodo, Nurul Chotimah Handayani, Widya Paramita (2013) Pengaruh Employee satisfaction <i>Dan</i> Stres Kerja Terhadap Turnover Intention Pada Karyawan Pt. Unitex Di Bogor  <a href="http://Journal.Unj.Ac.Id/Unj/Index.Php/Jrmsi/Article/View/780">Http://Journal.Unj.Ac.Id/Unj/Index.Php/Jrmsi/Article/View/780</a></p>	Employee satisfaction <i>Dan</i> Stres Kerja Terhadap Turnover Intention	Regresi Linier Sederhana <i>Dan</i> Regresi Linier Berganda	Employee satisfaction Berpengaruh Signifikan Terhadap Turnover Intention
27.	<p>Rismayanti, Revilia Dian (2018) Pengaruh Employee satisfaction Terhadap Turnover Intention Serta Dampaknya Pada Kinerja Karyawan (Studi Pada Karyawan Tetap Pg Kebon Agung Malang).  <a href="http://Repository.Ub.Ac.Id/Id/Eprint/166171">Http://Repository.Ub.Ac.Id/Id/Eprint/166171</a></p>	Employee satisfaction Terhadap Turnover Intention	Analisis Jalur Path Yang Dibantu Dengan Program Spss 21	Employee satisfaction Karyawan Berpengaruh Negatif Signifikan Terhadap Turnover Intention Karyawan
28.	<p>Aulia Putri, Stefanus Rumangkit, (2017) Pengaruh Ketidakamanan Kerja, Employee satisfaction <i>Dan</i> Motivasi Kerja Terhadap Turnover Intention Pada Pt.Ratu Pola Bumi (Rpb) Bandar Lampung  <a href="https://Jurnal.Darmajaya.Ac.Id/Index.Php/Psnd/Article/View/852">Https://Jurnal.Darmajaya.Ac.Id/Index.Php/Psnd/Article/View/852</a></p>	Ketidakamanan Kerja, Employee satisfaction <i>Dan</i> Motivasi Kerja Terhadap Turnover Intention	Analisis Regresi Linier Berganda	Employee satisfaction Tidak Berpengaruh Terhadap Turnover Intention



29.	Dwima Nur Shabrina, Arif Partono Prasetyo (2018) Pengaruh Employee satisfaction Terhadap Turnover Intention Karyawan Pada Pt. Tri Manunggal Karya <a href="https://doi.org/10.52160/Ejmm.V2i4.99">https://doi.org/10.52160/Ejmm.V2i4.99</a>	Employee satisfaction Terhadap Turnover Intention	Analisis Regresi Linear Sederhana Dan Analisis Deskriptif	Employee satisfaction Berpengaruh Signifikan Terhadap Turnover Intention
30.	Gishella Paat, Bernhard Tewel, Arazzi Bin. H. Jan, (2017), Pengaruh Komitmen Organisasi, Employee satisfaction, Stres Kerja Terhadap Turnover Intention Karyawan Kantor Pusat Pt. Bank Sulutgo Manado	Komitmen Organisasi, Employee satisfaction, Stres Kerja Terhadap Turnover Intention	Analisis Regresi Linier Berganda,	Employee satisfaction Secara Parsial Berpengaruh Negatif Dan Signifikan Terhadap Turnover Intention
31.	Muhammad Mudrik Fairnandha, (2021), Pengaruh Perceived Organizational Support, Job Demands, Dan Job Satisfaction Terhadap Work Engagement Pada Spbu Coco Pt. Pertamina Retail Ketintang Dan Jemursari Surabaya <a href="https://scholar.google.co.id/Scholar?hl=id&amp;as_sdt=0%2c5&amp;as_vis=1&amp;q=Job+Satisfaction++Terhadap+Work+Engagement&amp;btnq=https://scholar.google.co.id/Scholar?hl=id&amp;as_sdt=0%2c5&amp;as_vis=1&amp;q=Job+Satisfaction++Terhadap+Work+Engagement&amp;btnq=">https://scholar.google.co.id/Scholar?hl=id&amp;as_sdt=0%2c5&amp;as_vis=1&amp;q=Job+Satisfaction++Terhadap+Work+Engagement&amp;btnq=</a>	Perceived Organizational Support, Job Demands, Dan Job Satisfaction Terhadap	Regresi Linier Berganda Dengan Bantuan Aplikasi Spss Versi 20	Employee satisfaction Tidak Berpengaruh Signifikan Terhadap Employee engagement

		<i>Work Engagement</i>		
32.	<p>Calvin, Calvin (2019) Analisis Pengaruh Service Climate, Job Satisfaction, Dan Affective Commitment Terhadap Work Engagement Pada Karyawan Perusahaan Pt Asuransi Buana Independent Wilayah Jakarta. <a href="http://Kc.Umm.Ac.Id/Id/Eprint/10952">Http://Kc.Umm.Ac.Id/Id/Eprint/10952</a></p>	<p><i>Service Climate, Job Satisfaction, Dan Affective Commitment Terhadap Work Engagement</i></p>	<p>Spss Dengan Metode Regresi Berganda</p>	<p>Job Satisfaction Berpengaruh Positif Kepada Work Engagement.</p>
33.	<p>Sylvia Lienardo, (2017) Pengaruh Organizational Trust Dan Job Satisfaction Terhadap Employee Engagement Pada Karyawan Pt. Bangun Wisma Sejahtera, <a href="https://Publication.Petra.Ac.Id/Index.Php/Manajemen-Bisnis/Article/View/5280">Https://Publication.Petra.Ac.Id/Index.Php/Manajemen-Bisnis/Article/View/5280</a></p>	<p><i>Organizational Trust Dan Job Satisfaction Terhadap Employee Engagement</i></p>	<p>Analisis Regresi Linier Berganda Dengan Alat Bantu Program Ibm Spss Statistics Versi 20</p>	<p>Job Satisfaction Berpengaruh Signifikan Terhadap Employee Engagement</p>
34.	<p>Firdaus, Moh. Adim (2017) Pengaruh Nilai Kerja, Makna Kerja, Employee satisfaction Terhadap Work Engagement Pada Organisasi Sosial Non Profit Ydsf Di Surabaya <a href="http://Digitlib.Uinsby.Ac.Id/Id/Eprint/19141">Http://Digitlib.Uinsby.Ac.Id/Id/Eprint/19141</a></p>	<p>Nilai Kerja, Makna</p>	<p>Partial Least Square</p>	<p>Employee satisfaction Berpengaruh</p>

		<i>Kerja, Employee satisfaction Terhadap Work Engagement</i>	(Pls) Dengan Bantuan Software Smart Pls 2.0 Dan Spss 18.0	h Terhadap Work Engagement
35.	<p>Rengganis Putri Pratami, (2021) <i>Pengaruh Employee satisfaction Dan Stress Kerja Terhadap Work Engagement Karyawan Di Masa Pandemi Covid 19</i>  <a href="http://jurnal.um-tapsel.ac.id/index.php/nusantara/article/view/5332">Http://jurnal.um-tapsel.ac.id/index.php/nusantara/article/view/5332</a></p>	<i>Employee satisfaction Dan Stress Kerja Terhadap Work Engagement</i>	Regresi Berganda	Ada Pengaruh Employee satisfaction Terhadap Work Engagement
36.	<p>Nida Kamia Fauzia, Marwansyah, 2020, Pengaruh Employee Engagement Terhadap Turnover Intention Studi Kasus            Pt Xyz Bandung, <a href="https://doi.org/10.35313/jrbi.v6i1.1873">https://doi.org/10.35313/jrbi.v6i1.1873</a></p>	Employee Engagement, Turnover Intention	Regresi	Terdapat Pengaruh Negatif Dan Signifikan Antara Employee Engagement Turnover Intention
37.	Ibrahim, Dicky Fatony, 2018, Pengaruh Person Job Fit Dan Employee Engagement Terhadap	Person Job	Regresi	Tidak Ada

	Intention To Leave Pegawai Di Banget Media Network, <a href="Http://Hdl.Handle.Net/123456789/584">Http://Hdl.Handle.Net/123456789/584</a>	Fit Dan Employee Engagement, Intention To Leave		Pengaruh Yang Signifikan Antara Variabel Employee Engagement Dengan Variabel Intention To Leave
38.	Lutfi Rachman, 2016, Aryo Dewanto, Pengaruh Employee Engagement Terhadap Employee satisfaction Dan Turnover Intention Perawat (Studi Pada Rumah Sakit Wawa Husada Kepanjen Malang), <a href="Http://Dx.Doi.Org/10.18202/Jam23026332.14.2.14">Http://Dx.Doi.Org/10.18202/Jam23026332.14.2.14</a>	Employee Engagement, Terhadap Employee satisfaction Dan Turnover Intention	Analisis Jalur,	Employee Engagement Berpengaruh Langsung Terhadap Turnover Intention.
39.	Fahmi Jahidah Islamy, 2018, Pengaruh Employee Engagement Terhadap Turnover Intention Pada Dosen Tetap Sekolah Baik Ilmu Ekonomi Indonesia Membangun Studi Kasus Pada Dosen Tetap Sekolah Baik Ilmu Ekonomi Indonesia Membangun Tahun 2017), <a href="Https://Jurnal.Inaba.Ac.Id/">Https://Jurnal.Inaba.Ac.Id/</a>	Employee Engagement Terhadap Turnover Intention	Regresi Berganda	Employee Engagement Berpengaruh Signifikan Terhadap Turnover Intention

40.	<p>Dhiya Qatrunnada Thufailah, Dudung Abdurrahman, 2020, Pengaruh Employee Engagement Terhadap Organizational Citizenship Behavior Serta Dampaknya Terhadap Turnover Intention Pada Karyawan Pt. Pln Pusharlis (Persero),  <a href="http://Dx.Doi.Org/10.29313/.V6i2.24366">Http://Dx.Doi.Org/10.29313/.V6i2.24366</a></p>	<p>Employee Engagement Terhadap Organisasi          Citizenship Behavior Serta Dampaknya Terhadap Turnover Intention</p>	<p>Structural Equation Model (Sem) Dengan Alat Analisis Smartpls Versi 3.2</p>	<p>Employee Engagement Berpengaruh Negatif Terhadap Turnover Intention</p>
41.	<p>Susanti, Anis (2018) <i>Pengaruh Employer Branding Terhadap Employee Engagement, Kinerja Dan Intention To Leave Pada Karyawan Pt Astra Honda Motor (Astra Motor Jombor) Kantor Cabang Yogyakarta.</i>  <a href="http://Repository.Stieykp.n.Ac.Id/Id/Eprint/152">Http://Repository.Stieykp.n.Ac.Id/Id/Eprint/152</a></p>	<p>Employer Branding Terhadap Employee Engagement, Kinerja Dan Intention To Leave</p>	<p>Regresi Berganda</p>	<p>Employee Engagement Tidak Berpengaruh Terhadap Intention To Leave</p>
42.	<p>Nathasia M. Ekel, Greis M. Sendow, Irvan Trang, 2019, <i>Pengaruh Burnout, Employee Engagement Dan Kompensasi Terhadap Turnover Intention Karyawan Pada Tasik Ria Resort</i>  <a href="https://Doi.Org/10.35794/Emba.V7i4.2.6620">Https://Doi.Org/10.35794/Emba.V7i4.2.6620</a></p>	<p>Burnout, Employee Engagement Dan Kompensasi</p>	<p>Regresi Berganda</p>	<p>Employee Engagement Parsial Berpengaruh</p>

		Terhadap Turnover Intention		Signifikan Terhadap Turnover Intention,
43.	<p>Afrianti, Nurohma, 2018, Pengaruh Stres Kerja, Iklim Organisasi Dan Employee Engagement Terhadap Turnover Intention Dengan Employee satisfaction Sebagai Variabel Intervening (Studi Pada Dinas Pendidikan Kabupaten Probolinggo)  <a href="http://Repository.Unej.Ac.Id/Handle/123456789/85997">Http://Repository.Unej.Ac.Id/Handle/123456789/85997</a></p>	<p>Stres Kerja, Iklim Organisasi Dan Employee Engagement terhadap Turnover Intention Dengan Employee satisfaction Sebagai Variabel Intervening</p>	<p>Analisis Deskriptif Dan Analisis Jalur (Path Analysis).</p>	<p>Employee Engagement Berpengaruh Terhadap Turnover Intention</p>
44.	<p>Jessica Natalia, Elvin Rosiana, (2017) Analisa Pengaruh Employee Engagement Terhadap Kinerja Karyawan Dan Turnover Intention Di Hotel D'season Surabaya  <a href="https://Publication.Petra.Ac.Id/Index.Php/Manajemen-Perhotelan/Article/View/5941">Https://Publication.Petra.Ac.Id/Index.Php/Manajemen-Perhotelan/Article/View/5941</a></p>	<p>Employee Engagement Terhadap Kinerja Karyawan Dan</p>	<p>Smart Pls (Partial Least Square).</p>	<p>Employee Engagement Berpengaruh Positif Dan Signifikan</p>

		<i>Turnover Intention</i>		<i>Terhadap Turnover Intention,</i>
45.	<p><i>Nugraha Hadi Wibawa, Dewi K. Soedarsono, (2016) Pengaruh Employee Engagement Terhadap Employee satisfaction Dan Turnover Intention Pada Pt Finnet Indonesia</i>  <a href="https://Openlibrarypublications.Telkomuniversity.Ac.Id/Index.Php/Management/Article/View/1729">https://Openlibrarypublications.Telkomuniversity.Ac.Id/Index.Php/Management/Article/View/1729</a></p>	<p><i>Pengaruh Employee Engagement Terhadap Employee satisfaction Dan Turnover Intention</i></p>	<p>Path Analysis</p>	<p>Employee Engagement Secara Simultan Berpengaruh Signifikan Negatif Terhadap Turnover Intention.</p>
46.	<p><i>Viani Naufalia Viani Naufalia, (2020), Pengaruh Worklife Balance Dan Employee Engagement Terhadap Turnover Intention Di Elzatta Hijab Jakarta</i>  <a href="https://doi.org/10.22236/Utilitas.V6i1.4912">https://doi.org/10.22236/Utilitas.V6i1.4912</a></p>	<p><i>Worklife Balance Dan Employee Engagement Terhadap Turnover Intention</i></p>	<p>Path Analysis</p>	<p>Adanya Pengaruh Employee Engagement Terhadap Turnover Intention</p>
47.	<p><i>Ferdiansyah, Feri (2018) Pengaruh Employee Engagement Terhadap Turnover Intention Pada Departemen Weaving Air Jet Loom Di Pt Behaestex Cab. Pandaan</i>  <a href="http://Repository.Um.Ac.Id/Id/Eprint/101211">Http://Repository.Um.Ac.Id/Id/Eprint/101211</a></p>	<p><i>Pengaruh Employee Engagement Terhadap Turnover Intention</i></p>	<p>Regresi Berganda</p>	<p>Employee Engagement Berpengaruh Negatif Terhadap</p>

		<i>Intention</i>		<i>Turnover Intention</i>
48.	<i>Vivi Putri Ramadhoani, (2020) Pengaruh Lingkungan Kerja, Self Efficacy, Work-Family Conflict, Dan Employee Engagement Terhadap Turnover Intention Pegawai Kantor Badan Sar Nasional Mataram, <a href="https://journal.feb.unmul.ac.id/index.php/Forumekonomi/Article/View/6781">https://journal.feb.unmul.ac.id/index.php/Forumekonomi/Article/View/6781</a></i>	<i>Pengaruh Lingkungan Kerja, Self Efficacy, Work-Family Conflict, Dan Employee Engagement Terhadap Turnover Intention</i>	Regresi Linier Berganda	Employee Engagement Berpengaruh Negatif Terhadap Turnover Intention.
49.	<i>Karlin Winarto Chandra Tjiang, (2016), Pengaruh Perceived Organizational Support Dan Employee Engagement Terhadap Turnover Intention Karyawan Pada Pt. Wahana Wirawan, <a href="https://publication.petra.ac.id/index.php/Manajemen-Bisnis/Article/View/4805">https://publication.petra.ac.id/index.php/Manajemen-Bisnis/Article/View/4805</a></i>	<i>Perceived Organizational Support Dan Employee Engagement Terhadap Turnover Intention</i>	Regresi Linier Berganda	<i>Employee Engagement Secara Parsial Dan Simultan Memiliki Pengaruh Terhadap Turnover Intention</i>
50.	Carollina Dyah Sarawati Wijaya, Martha Suhardiyah, (2021) Pengaruh Beban Kerja, Employee	Beban	Regresi	Employee



	Engagement, <i>Dan</i> Perceived Organizational Support Terhadap Turnover Intention Karyawan Di Pt. Central Sahabat Baru <a href="https://doi.org/10.36456/Isbr.V2i1.3430">https://doi.org/10.36456/Isbr.V2i1.3430</a>	Kerja, Employee Engagement, <i>Dan</i> Perceived Organizational Support Terhadap Turnover Intention	Engagemen t, Berpengaru h Yang Signifikan Terhadap Turnover Intention.
51.	Lutfi Rachman, Aryo Dewanto.(2016) Pengaruh Employee Engagement Terhadap Employee satisfaction <i>Dan</i> Turnover Intention Perawat (Studi Pada Rumah Sakit Wawa Husada Kepanjen Malang) <a href="http://dx.doi.org/10.18202/Jam23026332">Http://Dx.Doi.Org/10.18202/Jam23026332</a>	Employee Engagemen t Terhadap Employee satisfaction <i>Dan</i> Turnover Intention	Keterikatan Karyawan Berpengaru h Terhadap Pada Employee satisfaction
52.	Seliecia Endy Kristanti, Merlyn Pumasari, Deborah Christine Widjaja (2015) Pengaruh Employee Engagement Terhadap Employee satisfaction <i>Dan</i> Turn Over Intention Di Swiss-Belinn Surabaya <a href="https://publication.petra.ac.id/Index.Php/Manajemen-Perhotelan/Article/View/2836">https://Publication.Petra.Ac.Id/Index.Php/Manajemen-Perhotelan/Article/View/2836</a>	Pengaruh Employee Engagemen t Terhadap Employee satisfaction <i>Dan</i> Turn Over	Employee Engagemen t Berpengaru h Terhadap Employee satisfaction

		Intention	Regresi Berganda	Employee Engagement
53.	<p><i>Suhery Suhery, Thesa Alif Ravelby, Sutyem Sutyem, Muthia Roza Linda, Agus Nurofik, 2020, Pengaruh Self-Efficacy Dan Employee Engagement Terhadap Employee satisfaction Karyawan Perbankan Di Padang</i>  <a href="https://doi.org/10.33758/Mbi.V15i4.772">https://doi.org/10.33758/Mbi.V15i4.772</a></p>	<p><i>Self-Efficacy Dan Employee Engagement Terhadap Employee satisfaction</i></p>	<p>Regresi Berganda</p>	<p>Employee Engagement Berpengaruh Positif Dan Signifikan Terhadap Employee satisfaction</p>
54.	<p>Wayan Arya Paramarta, Ni Luh Suastari, 2018 Employee Engagement Dan Motivasi Pengaruhnya Terhadap Employee satisfaction Dan Kinerja Karyawan Waterbom Bali,  <a href="http://ojs.stimihandayani.ac.id/index.php/Fm/Article/View/253">http://ojs.stimihandayani.ac.id/index.php/Fm/Article/View/253</a></p>	<p>Employee Engagement Dan Motivasi Pengaruhnya Terhadap Employee satisfaction Dan Kinerja</p>	<p>Structural Equation Modeling (Sem) Dengan Ibm Spss Amos 20</p>	<p>Tidak Ada Pengaruh Yang Signifikan Antara Employee Engagement Terhadap Employee satisfaction</p>
55.	<p>Alicia Jeffryna Putri, . (2022) Pengaruh Pengembangan Karier, Lingkungan Kerja, Dan Employee Engagement Terhadap Employee satisfaction Karyawan Pt Rajawali Nusantara Indonesia (Persero).  <a href="https://repository.upnvi.ac.id/17405/">https://repository.upnvi.ac.id/17405/</a></p>	<p>Pengembangan Karier, Lingkungan Kerja, Dan Employee</p>	<p>Penelitian Ini Menggunakan Metode Pls Dengan</p>	<p>Employee engagement Berpengaruh Signifikan Dan Positif Terhadap</p>

		Engagement Terhadap Employee satisfaction	Software Yang Digunakan Adalah Smartpls 3.0	Employee satisfaction Karyawan
56.	<p>Ilham, Faisal Fikri (2021) <i>Pengaruh Employee Engagement Dan Job Satisfaction Terhadap Turnover Intention Karyawan (Studi Kasus : Departemen Energi &amp; Industrial Pt Adhi Karya (Persero) Tbk)</i>.  <a href="https://Repository.Its.Ac.Id/Id/Eprint/84636">https://Repository.Its.Ac.Id/Id/Eprint/84636</a></p>	Employee Engagement Dan Job Satisfaction Terhadap Turnover Intention	Spss Dan Partial Least Squares Structural Equation Model (PLS-Sem).	Job Satisfaction Berpengaruh Negatif Terhadap Turnover Intention
57.	<p>Rinarodus Bayu Dewantoro, Sylvia Diana Purba, 2018, <i>Pengaruh Work Engagement Dan Job Satisfaction Terhadap Turnover Intention (Perbandingan Pada Generasi X Dan Generasi Y)</i>  <a href="http://Ojs.Atmajaya.Ac.Id/Index.Php/Wpwm/Article/View/993">Http://Ojs.Atmajaya.Ac.Id/Index.Php/Wpwm/Article/View/993</a></p>	Work Engagement Dan Job Satisfaction Terhadap Turnover Intention	Regresi Berganda	Job Satisfaction Berpengaruh Terhadap Turnover Intention
58.	<p>Lailatul Mufidah, (2016) <i>Pengaruh Job Satisfaction Terhadap Turnover Intention Dengan Continuance Commitment Sebagai Variabel Intervening Pada Karyawan Ef Sinergy Consultant</i>.  <a href="https://Repository.Unair.Ac.Id/53045/">https://Repository.Unair.Ac.Id/53045/</a></p>	Pengaruh Job Satisfaction Terhadap Turnover Intention	Partial Least Square (PLS).	Job Satisfaction Berpengaruh Signifikan Terhadap

		Dengan Continuan ce Commitme nt Sebagai Variabel Intervenin g		Turnover Intention
59.	Aris Susetyo (2016) <i>Pengaruh Job Satisfaction Dan Pay Satisfaction Terhadap Turnover Intention Karyawan Dengan Komitmen Organisasional Sebagai Variabel Intervening</i> <a href="https://doi.org/10.32639/fokusbismis.v1i5i2.75">https://doi.org/10.32639/fokusbismis.v1i5i2.75</a>	<i>Job Satisfaction Dan Pay Satisfaction Terhadap Turnover Intention Karyawan</i>	Analisis Deskriptif Dan Statistika Dengan Bantuan Program Amos 21 Dan Spss 22.	Job Satisfaction Berpengaruh Dan Signifikan Terhadap Turnover Intention
60.	Andini, Oktarini Putri (2017) <i>Pengaruh Employee satisfaction Terhadap Stres Kerja Dan Turnover Intention Karyawan (Studi Pada Karyawan Pt Indolaktto Factory Pandaan)</i> <a href="http://repository.ub.ac.id/Id/Eprint/8540/">Http://repository.ub.ac.id/Id/Eprint/8540/</a>	Employee satisfaction Terhadap Stres Kerja Dan Turnover Intention	Analisis Deskriptif Dan Analisis Jalur (Path Analysis) Dengan Bantuan Software Spss 21.0.	Employee satisfaction Memiliki Pengaruh Signifikan Dan Negatif Terhadap Turnover Intention Karyawan

61.	<p><i>Desak Putu Indrayanti, I Gede Riana (2016) Pengaruh Employee satisfaction Terhadap Turnover Intention Melalui Mediasi Komitmen Organisasional Pada Pt. Ciomas Adisatwa Di Denpasar</i>  <a href="https://scholar.google.co.id/Scholar?Start=60&amp;Q=Employee+Satisfaction+Terhadap+Turnover+Intention&amp;HL=id&amp;As_Sdt=0,5&amp;As_Vis=1">https://scholar.google.co.id/Scholar?Start=60&amp;Q=Employee+Satisfaction+Terhadap+Turnover+Intention&amp;HL=id&amp;As_Sdt=0,5&amp;As_Vis=1</a></p>	Employee satisfaction Terhadap Turnover Intention	Path Analysis	Employee satisfaction Berpengaruh Negatif Dan Signifikan Terhadap Turnover Intention
62.	<p><i>Mona Tiorina Manurung, Intan Ratnawati,(2012) Analisis Pengaruh Stres Kerja Dan Employee satisfaction Terhadap Turnover Intention Karyawan (Studi Pada Sikes Widya Husada Semarang)</i>  <a href="https://ejournal3.undip.ac.id/Index.Php/Djom/Article/View/794">https://ejournal3.undip.ac.id/Index.Php/Djom/Article/View/794</a></p>	Pengaruh Stres Kerja Dan Employee satisfaction Terhadap Turnover Intention	Regresi Linier Berganda	Employee satisfaction Berpengaruh Negatif Terhadap Turnover Intention
63.	<p><i>Dewa Gede Dharma Putra, I. Wayan Mudiarta Utama, (2017) Pengaruh Lingkungan Kerja Dan Employee satisfaction Terhadap Turnover Intention Di Mayaloka Villas Seminyak</i>  <a href="https://www.neliti.com/publications/254072/Pengaruh-Lingkungan-Kerja-Dan-Kepuasan-Kerja-Terhadap-Turnover-Intention-Di-Maya">https://www.neliti.com/publications/254072/Pengaruh-Lingkungan-Kerja-Dan-Kepuasan-Kerja-Terhadap-Turnover-Intention-Di-Maya</a></p>	Lingkungan Kerja Dan Employee satisfaction Terhadap Turnover Intention	Regresi Linier Berganda	Employee satisfaction Berpengaruh Negatif Dan Signifikan Terhadap Turnover Intention.
64.	<p><i>Ida Bagus Dwihana Parta Yuda, I Komang Ardana,(2017) Pengaruh Employee satisfaction Dan Sires Kerja Terhadap Turnover Intention Pada Karyawan Hotel Holiday Inn Express</i></p>	Employee satisfaction	Regresi Linier	Employee satisfaction

	<p><a href="https://simdos.unud.ac.id/uploads/file_penelitian_1_dir/ea9a1787965b1a9b5dbd80a4b2ad7786.pdf">https://simdos.unud.ac.id/uploads/file_penelitian_1_dir/ea9a1787965b1a9b5dbd80a4b2ad7786.pdf</a></p>	<p><i>n Dan Stres Kerja Terhadap Turnover Intention</i></p>	<p>Berganda</p>	<p>Berpengaruh Negatif Tidak Signifikan Terhadap Turnover Intention</p>
65.	<p>Gabriela Syahronica, (2015), Pengaruh Employee satisfaction <i>Dan</i> Stres Kerja Terhadap Turnover Intention (Studi Pada Karyawan Departemen Dunia Fantasi Pt Pembangunan Jaya Ancol, Tbk)  <a href="https://www.neliti.com/publications/85723/pengaruh-kepuasan-kerja-dan-stres-kerja-terhadap-turnover-intention-studi-pada-k">https://www.neliti.com/publications/85723/pengaruh-kepuasan-kerja-dan-stres-kerja-terhadap-turnover-intention-studi-pada-k</a></p>	<p>Employee satisfaction <i>Dan</i> Stres Kerja Terhadap Turnover Intention</p>	<p>Regresi Linier Berganda</p>	<p>Pengaruh Yang Signifikan Employee satisfaction Terhadap Turnover Intention</p>
66.	<p>Agung Aws Waspodo, Nurul Chotimah Handayani, Widya Paramita (2013) Pengaruh Employee satisfaction <i>Dan</i> Stres Kerja Terhadap Turnover Intention Pada Karyawan Pt. Unitex Di Bogor  <a href="http://journal.unj.ac.id/unj/index.php/jrmsi/article/view/780">http://journal.unj.ac.id/unj/index.php/jrmsi/article/view/780</a></p>	<p>Employee satisfaction <i>Dan</i> Stres Kerja Terhadap Turnover Intention</p>	<p>Regresi Linier Sederhana <i>Dan</i> Regresi Linier Berganda</p>	<p>Employee satisfaction Berpengaruh Signifikan Terhadap Turnover Intention</p>

67.	Rismayanti, Revilia Dian (2018) Pengaruh Employee satisfaction Terhadap Turnover Intention Serta Dampaknya Pada Kinerja Karyawan (Studi Pada Karyawan Tetap Pg Kebon Agung Malang). <a href="http://Repository.Ub.Ac.Id/Id/Eprint/166171">Http://Repository.Ub.Ac.Id/Id/Eprint/166171</a>	Employee satisfaction Terhadap Turnover Intention	Analisis Jalur Path Yang Dibantu Dengan Program Spss 21	Employee satisfaction Karyawan Berpengaruh Negatif Terhadap Turnover Intention Karyawan
68.	Aulia Putri, Stefanus Rumangkit, (2017) Pengaruh Ketidakamanan Kerja, Employee satisfaction Dan Motivasi Kerja Terhadap Turnover Intention Pada Pt.Ratu Pola Bumi (Rpb) Bandar Lampung <a href="https://Jurnal.Darmajaya.Ac.Id/Index.Php/Psnc/Article/View/852">Https://Jurnal.Darmajaya.Ac.Id/Index.Php/Psnc/Article/View/852</a>	Ketidakamanan Kerja, Employee satisfaction Dan Motivasi Kerja Terhadap Turnover Intention	Analisis Regresi Linier Berganda	Employee satisfaction Tidak Berpengaruh Terhadap Turnover Intention
69.	Dwima Nur Shabrina, Arif Partono Prasetyo (2018) Pengaruh Employee satisfaction Terhadap Turnover Intention Karyawan Pada Pt. Tri Manunggal Karya <a href="https://Doi.Org/10.52160/Ejmm.V2i4.99">Https://Doi.Org/10.52160/Ejmm.V2i4.99</a>	Employee satisfaction Terhadap Turnover Intention	Analisis Regresi Linear Sederhana Dan Analisis Deskriptif	Employee satisfaction Berpengaruh Signifikan Negatif Terhadap Turnover Intention

70.	<p>Gishella Paat, Bernhard Tewel, Arazzi Bin. H. Jan, (2017), <i>Pengaruh Komitmen Organisasi, Employee satisfaction, Stres Kerja Terhadap Turnover Intention Karyawan Kantor Pusat Pt. Bank Sulutgo Manado</i></p>	<p>Komitmen Organisasi, Employee satisfaction, Stres Kerja Terhadap Turnover Intention</p>	<p>Analisis Regresi Linier Berganda,</p>	<p>Employee satisfaction Secara Parsial Berpengaruh Negatif Dan Signifikan Terhadap Turnover Intention</p>
71.	<p>Muhammad Mudrik Fairnandha, (2021), <i>Pengaruh Perceived Organizational Support, Job Demands, Dan Job Satisfaction Terhadap Work Engagement Pada Spbu Coco Pt. Pertamina Retail Keintang Dan Jemursari Surabaya</i>  <a href="https://Scholar.Google.Co.Id/Scholar?Hl=Id&amp;As_Sdt=0%2c5&amp;As_Vis=1&amp;Q=Job+Satisfaction++Terhadap+Work+Engagement&amp;Btng=">Https://Scholar.Google.Co.Id/Scholar?Hl=Id&amp;As_Sdt=0%2c5&amp;As_Vis=1&amp;Q=Job+Satisfaction++Terhadap+Work+Engagement&amp;Btng=</a></p>	<p>Perceived Organizational Support, Job Demands, Dan Job Satisfaction Terhadap Work Engagement</p>	<p>Regresi Linier Berganda Dengan Bantuan Aplikasi Spss Versi 20</p>	<p>Employee satisfaction Tidak Berpengaruh Signifikan Terhadap Employee engagement</p>



72.	<p><i>Calvin, Calvin (2019) Analisis Pengaruh Service Climate, Job Satisfaction, Dan Affective Commitment Terhadap Work Engagement Pada Karyawan Perusahaan Pt Asuransi Buana Independent Wilayah Jakarta. <a href="http://Kc.Umn.Ac.Id/Id/Eprint/10952">Http://Kc.Umn.Ac.Id/Id/Eprint/10952</a></i></p>	<p><i>Service Climate, Job Satisfaction, Affective Commitment Terhadap Work Engagement</i></p>	<p>Spss Versi 23 Dengan Metode Regresi Berganda</p>	<p><i>Job Satisfaction, Berpengaruh Positif Kepada Work Engagement.</i></p>
73.	<p><i>Sylvia Lienardo, (2017) Pengaruh Organizational Trust Dan Job Satisfaction Terhadap Employee Engagement Pada Karyawan Pt. Bangun Wisma Sejahtera, <a href="https://Publication.Petra.Ac.Id/Index.Php/Manajemen-Bisnis/Article/View/5280">Https://Publication.Petra.Ac.Id/Index.Php/Manajemen-Bisnis/Article/View/5280</a></i></p>	<p><i>Organizational Trust Dan Job Satisfaction Terhadap Employee Engagement</i></p>	<p>Analisis Regresi Linier Berganda Dengan Alat Bantu Program Ibm Spss Statistics Versi 20</p>	<p><i>Job Satisfaction Berpengaruh Signifikan Terhadap Employee Engagement</i></p>

74.	<p>Firdaus, Moh. Adin (2017) Pengaruh Nilai Kerja, Makna Kerja, Employee satisfaction Terhadap Work Engagement Pada Organisasi Sosial Non Profit Ydsf Di Surabaya  <a href="http://Digilib.Uinsby.Ac.Id/Id/Eprint/19141">Http://Digilib.Uinsby.Ac.Id/Id/Eprint/19141</a></p>	<p>Nilai Kerja, Makna Kerja, Employee satisfaction Terhadap Work Engagemen</p>	<p>Partial Least Square (Pls) Dengan Bantuan Software Smart Pls 2.0 Dan Spss 18.0</p>	<p>Employee satisfaction Terhadap Work Engagemen</p>
75.	<p>Rengganis Putri Pratami, (2021) Pengaruh Employee satisfaction Dan Stress Kerja Terhadap Work Engagement Karyawan Di Masa Pandemi Covid 19  <a href="http://Jurnal.Um-Tapsel.Ac.Id/Index.Php/Nusantara/Article/View/5332">Http://Jurnal.Um-Tapsel.Ac.Id/Index.Php/Nusantara/Article/View/5332</a></p>	<p>Employee satisfaction Dan Stress Kerja Terhadap Work Engagemen</p>	<p>Regresi Berganda</p>	<p>Ada Pengaruh Employee satisfaction Terhadap Work Engagemen</p>