

LAMPIRAN

Lampiran 1 Skala *Turnover Intention*

No	Pernyataan	Pilihan Jawaban				
		SS	S	N	TS	STS
1	Saya berniat mencari pekerjaan baru dalam waktu dekat					
2	Saya memikirkan kemungkinan untuk mengundurkan diri dari pekerjaan ini					
3	Saya berpikir untuk berhenti dari pekerjaan saya saat ini					

Lampiran 2 Skala *Career Plateau*

No	Pernyataan	Pilihan Jawaban				
		SS	S	N	TS	STS
1	Saya mengerjakan tugas yang sama setiap harinya					
2	Di perusahaan saya, tiap orang punya peluang mendapatkan promosi					
3	Saya mengerjakan pekerjaan harian tanpa ada pembaruan					
4	Peluang kenaikan jabatan di perusahaan terbatas					
5	Perusahaan memfasilitasi kesempatan belajar bagi seluruh karyawan					
6	Karyawan menunggu waktu yang lama untuk mendapatkan kenaikan jabatan					
7	Di perusahaan tidak menyediakan jenjang karir yang baik					
8	Karyawan berprestasi dapat mencapai posisi tertinggi dalam waktu yang relatif cepat					
9	Pimpinan memberikan tanggung jawab berbeda kepada setiap anggota tim					
10	Perusahaan mengembangkan sistem mentoring untuk kemajuan karyawan					
11	Perusahaan menawarkan jenjang karir yang beragam kepada seluruh karyawan					
12	Perusahaan memberikan tantangan pekerjaan yang berbeda secara berkala					

13	Tempat kerja saya memiliki peluang karir yang baik					
14	Perusahaan tidak menyediakan kesempatan pelatihan untuk pengembangan karir					
15	Pembagian tugas mengikuti pola yang sama setiap periodenya					
16	Manajemen membuka kesempatan promosi secara berkala untuk semua karyawan					
17	Perusahaan mempertahankan metode kerja lama dalam setiap proyek					
18	Perusahaan menerapkan persyaratan yang ketat untuk kenaikan jabatan					

Lampiran 3 Skala *Burnout*

No	Pernyataan	Pilihan Jawaban				
		SS	S	N	TS	STS
1	Saya mengalami kelelahan emosional dalam berbagai situasi					
2	Saya lelah dengan pekerjaan saat ini					
3	Saya mengalami kelelahan fisik secara berkala					
4	Saya kehilangan energi setelah menyelesaikan pekerjaan					
5	Saya mengalami kelelahan dalam pekerjaan saat ini					
6	Saya memiliki cukup energi untuk kumpul bersama keluarga dan teman saat waktu luang					
7	Interaksi dengan nasabah menghabiskan energi berlebih dalam rutinitas kerja					
8	Saya berpikir sampai kapan bekerja melayani nasabah					
9	Saya mengalami kesulitan dalam menangani nasabah					
10	Saya menjadi lemah dan rentan terhadap berbagai penyakit					
11	Saya merasa lelah saat bekerja					

12	Saya merasa lelah setelah melayani nasabah					
13	Memikirkan pekerjaan tambahan membuat saya lelah					
14	Pekerjaan saat ini membuat saya lelah secara fisik					
15	Saya tidak tahan lagi menghadapi situasi ini					
16	Saya memberikan yang terbaik untuk nasabah					
17	Pekerjaan saya menguras energi					
18	Saya merasa setiap jam kerja terasa melelahkan					
19	Bekerja dengan nasabah menimbulkan rasa lelah					

Lampiran 4 Tabulasi Data Skala *Turnover Intention*

NO	Y (TURNOVER INTENTION)			NO	Y (TURNOVER INTENTION)			NO	Y (TURNOVER INTENTION)			NO	Y (TURNOVER INTENTION)											
	Y11	Y12	Y13		Y	Y11	Y12		Y13	Y	Y11		Y12	Y13	Y	Y11	Y12	Y13	Y					
1	4	4	4	12	41	4	4	4	12	81	3	4	4	11	121	4	4	4	12	161	2	3	2	7
2	4	4	4	12	42	4	4	4	12	82	2	3	2	7	122	4	4	4	12	162	4	4	4	12
3	4	4	4	12	43	4	4	4	12	83	3	3	2	8	123	4	4	4	12	163	2	1	1	4
4	4	4	4	12	44	4	4	3	11	84	2	2	2	6	124	4	4	4	12	164	3	4	3	10
5	4	4	4	12	45	3	4	4	11	85	1	1	1	3	125	4	4	4	12	165	3	3	3	9
6	4	4	4	12	46	4	4	3	11	86	5	3	3	11	126	4	4	4	12	166	4	4	3	11
7	4	4	4	12	47	4	4	4	12	87	4	4	4	12	127	4	4	4	12	167	2	2	2	6
8	4	4	4	12	48	4	4	4	12	88	2	3	2	7	128	4	4	4	12	168	2	2	2	6
9	4	4	4	12	49	4	4	4	12	89	2	2	2	6	129	4	4	4	12	169	4	4	2	3
10	4	4	4	12	50	4	4	4	12	90	4	4	4	12	130	4	4	4	12					
11	4	4	4	12	51	4	4	4	12	91	3	4	4	11	131	4	4	4	12					
12	4	4	4	12	52	2	2	2	6	92	3	3	3	9	132	4	4	4	12					
13	3	4	4	11	53	2	2	2	6	93	2	2	4	8	133	4	4	4	12					
14	3	4	4	11	54	2	2	2	6	94	2	2	4	8	134	4	4	4	12					
15	4	4	4	12	55	2	2	2	6	95	2	2	4	8	135	4	4	4	12					
16	4	4	4	12	56	2	3	3	8	96	5	3	3	11	136	4	4	4	12					
17	4	4	4	12	57	2	1	1	4	97	4	4	4	12	137	4	4	4	12					
18	4	4	4	12	58	4	4	4	12	98	2	2	2	6	138	4	4	4	12					
19	4	4	4	12	59	3	4	5	12	99	2	2	2	6	139	4	4	4	12					
20	4	4	4	12	60	2	2	2	6	100	3	2	2	7	140	4	4	4	12					
21	4	4	4	12	61	2	2	2	6	101	4	4	4	12	141	4	4	4	12					
22	4	4	4	12	62	1	1	1	3	102	4	4	4	12	142	4	4	4	12					
23	4	4	4	12	63	2	2	2	6	103	3	3	2	8	143	4	4	4	12					
24	4	4	4	12	64	2	2	2	6	104	3	3	3	9	144	4	4	4	12					
25	4	4	4	12	65	2	2	3	7	105	5	2	2	9	145	4	4	4	12					
26	4	4	4	12	66	2	4	4	10	106	2	2	2	6	146	4	4	4	12					
27	4	4	4	12	67	2	2	2	6	107	3	3	4	10	147	4	4	4	12					
28	4	4	4	12	68	4	3	2	9	108	5	5	5	15	148	4	4	4	12					
29	4	4	4	12	69	3	2	2	7	109	3	3	3	9	149	4	4	4	12					
30	4	4	4	12	70	3	4	4	11	110	2	2	2	6	150	4	4	4	12					
31	4	4	4	12	71	3	3	3	9	111	3	4	3	10	151	4	4	4	12					
32	4	4	4	12	72	2	3	3	8	112	2	3	2	7	152	4	4	4	12					
33	4	4	4	12	73	4	2	4	10	113	4	4	4	12	153	4	4	4	12					
34	4	4	4	12	74	3	2	1	6	114	2	1	1	4	154	4	4	4	12					
35	4	4	4	12	75	3	3	3	9	115	3	4	3	10	155	4	4	4	12					
36	4	4	4	12	76	3	3	3	9	116	3	3	3	9	156	4	4	4	12					
37	4	4	4	12	77	2	3	2	7	117	4	4	4	11	157	4	4	4	12					
38	4	4	4	12	78	2	2	4	8	118	2	2	2	6	158	3	3	3	9					
39	4	4	4	12	79	1	1	1	3	119	2	2	2	6	159	2	2	2	6					
40	4	4	4	12	80	4	3	3	10	120	4	4	2	3	160	3	4	3	10					

Lampiran 5 Tabulasi Data Skala *Career Plateau*

NO	X1 (CAREER PLATEAU)																		
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1
1	2	2	3	3	2	4	3	2	2	2	2	3	1	1	4	1	4	4	45
2	4	3	4	4	2	4	4	5	2	2	1	2	3	4	4	2	4	4	58
3	2	2	2	2	2	2	2	2	2	2	3	1	3	2	1	2	1	4	37
4	5	2	4	5	3	4	5	3	2	2	2	2	5	5	3	3	4	4	63
5	1	2	3	1	2	2	1	2	2	1	2	3	4	4	3	1	4	4	42
6	2	2	4	2	2	4	3	2	2	4	3	2	3	3	4	4	2	2	50
7	2	2	4	2	2	4	2	2	2	2	2	2	2	4	4	2	4	4	48
8	2	4	3	3	4	3	3	4	4	2	4	4	2	3	4	3	4	4	60
9	2	4	2	2	2	2	2	2	2	2	2	2	2	2	4	4	2	4	42
10	3	3	4	3	4	3	3	2	4	4	2	4	2	3	5	5	4	4	62
11	2	2	4	2	2	4	2	4	2	2	4	2	5	3	3	4	4	4	55
12	2	4	4	2	4	5	2	3	4	2	3	4	4	4	2	4	4	4	61
13	3	3	5	3	3	3	3	2	3	2	3	3	1	5	3	3	4	3	54
14	3	2	4	3	2	4	3	3	2	3	3	2	3	4	4	4	4	4	57
15	4	2	4	4	2	4	3	2	2	2	2	3	4	4	3	2	2	4	53
16	4	2	4	4	2	4	4	2	2	2	2	1	3	2	4	3	4	4	55
17	2	2	4	2	2	4	2	2	2	2	1	2	4	3	2	4	4	1	45
18	2	2	3	2	2	3	2	2	2	2	2	3	4	1	4	4	4	4	48
19	4	2	4	4	2	4	4	2	2	4	3	5	2	4	2	4	4	4	60
20	3	2	3	3	2	4	3	2	2	4	2	2	3	1	4	3	4	4	51
21	4	2	4	4	2	4	4	4	2	2	4	2	4	4	4	2	4	4	60
22	4	3	2	3	4	2	3	2	4	2	2	3	1	4	3	2	2	2	48
23	4	3	3	4	3	3	4	3	3	2	3	3	2	5	3	2	4	4	58
24	4	3	3	4	3	3	4	4	3	2	4	3	4	4	3	4	3	3	61
25	4	2	4	4	3	4	4	4	2	2	3	2	4	3	4	2	2	2	55
26	4	2	4	4	2	4	4	4	2	2	4	2	2	3	4	3	2	2	54
27	4	2	4	4	2	4	4	4	2	2	2	2	4	5	4	3	4	4	58
28	4	4	4	4	4	4	4	2	4	4	4	4	3	4	5	3	4	5	70
29	2	2	4	2	2	4	2	2	2	4	2	2	4	4	4	2	2	4	50
30	4	4	5	4	4	3	4	2	4	2	3	3	2	4	3	3	4	4	61
31	2	3	2	3	3	3	2	2	3	4	3	4	4	4	3	3	4	4	55
32	4	2	4	4	2	3	4	2	2	2	2	2	2	3	4	2	3	3	50
33	4	2	4	3	2	4	3	2	2	1	2	5	4	4	4	4	4	4	56
34	4	3	3	4	3	3	3	2	3	3	2	3	3	5	3	4	4	4	59
35	4	4	3	4	4	2	4	2	4	2	4	4	4	4	4	2	4	3	60
36	4	2	4	4	2	4	4	2	2	2	2	2	3	5	4	3	4	4	57
37	4	3	5	4	2	4	4	4	2	3	5	2	2	4	4	2	4	4	62
38	4	2	4	4	2	4	4	2	2	2	2	5	4	4	4	4	4	4	59
39	4	3	3	4	3	3	4	4	3	4	4	3	3	3	3	4	4	3	62
40	4	2	4	4	2	4	4	3	2	2	3	2	2	4	5	3	4	4	59

NO	X1 (CAREER PLATEAU)																	X1	
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17		X1.18
41	4	2	4	4	3	4	4	4	2	2	2	4	2	3	4	3	2	2	55
42	4	2	4	4	4	4	4	2	4	2	4	2	2	3	4	4	3	4	59
43	4	4	3	4	4	4	4	2	4	2	2	4	5	5	4	2	3	3	63
44	4	3	5	4	3	4	4	1	3	2	2	3	3	4	4	2	3	3	56
45	4	2	2	3	4	4	4	2	2	2	2	2	2	2	4	3	4	4	54
46	4	3	3	4	3	3	4	3	3	3	3	3	3	3	4	2	2	2	54
47	2	2	4	2	2	4	2	2	2	4	3	2	2	4	5	3	4	4	53
48	2	2	4	2	2	3	3	2	2	4	3	2	2	4	4	3	4	3	51
49	4	2	4	4	2	4	4	2	2	4	2	2	4	4	4	4	4	4	58
50	4	4	2	4	4	2	4	2	4	2	2	4	3	4	2	2	2	2	53
51	4	2	4	4	2	4	4	4	2	2	4	2	2	2	4	2	2	2	52
52	2	2	4	2	2	4	2	4	2	3	3	3	1	2	3	1	2	2	44
53	2	2	5	2	2	2	2	4	2	4	1	2	2	2	4	3	2	4	51
54	2	3	4	2	2	2	2	4	2	2	4	2	2	2	1	3	2	2	43
55	4	2	1	4	2	4	4	1	2	2	2	3	2	2	4	2	2	2	46
56	2	2	4	3	3	4	3	3	2	2	3	2	4	2	4	2	2	2	49
57	2	3	3	2	3	3	5	4	3	2	4	3	1	2	3	2	2	1	48
58	4	3	4	4	3	2	4	3	3	3	3	3	2	3	3	3	3	3	56
59	2	3	3	2	3	3	2	5	3	3	5	3	3	5	3	4	3	3	58
60	2	2	4	2	2	4	2	2	2	2	2	3	3	4	3	4	2	2	47
61	2	2	4	2	2	2	4	2	4	2	4	2	4	2	4	2	2	2	48
62	3	3	5	3	3	2	3	2	3	2	2	1	3	4	2	3	3	3	50
63	3	2	4	3	2	4	3	3	2	2	2	3	2	3	4	3	2	2	50
64	2	2	4	2	2	4	2	1	2	4	5	2	1	5	2	4	2	4	50
65	4	2	3	4	2	3	4	3	2	3	3	3	4	4	4	2	2	4	56
66	4	2	4	4	4	4	4	2	2	2	2	2	2	4	4	2	3	3	52
67	2	3	3	2	3	3	2	3	3	2	2	3	4	3	3	4	2	2	49
68	1	2	2	2	1	2	3	2	2	4	1	4	3	4	2	1	4	4	46
69	4	2	4	3	2	4	3	4	2	2	4	2	4	2	4	2	2	2	52
70	4	2	4	4	2	4	4	3	2	2	3	2	2	2	3	4	2	4	56
71	4	1	2	4	2	4	4	2	2	2	2	2	2	4	4	3	3	3	50
72	2	3	3	2	3	3	2	2	3	3	2	3	2	4	3	4	2	2	48
73	4	2	4	4	4	4	4	4	2	3	4	2	3	2	4	2	5	5	60
74	3	3	2	3	3	3	2	2	2	2	3	2	2	2	1	3	3	4	48
75	3	2	4	3	2	4	3	2	2	4	3	2	4	5	4	3	3	3	57
76	2	3	3	2	3	3	2	4	3	4	4	3	4	2	3	4	4	4	57
77	4	2	4	4	2	4	4	3	2	2	2	2	2	3	4	4	4	4	54
78	5	1	5	5	1	5	5	2	1	2	2	1	1	4	5	1	2	2	50
79	5	1	5	3	1	2	3	1	1	1	1	2	3	4	3	1	5	5	47
80	4	1	2	4	1	5	4	3	1	1	3	1	2	3	2	2	3	3	45

NO	XI (CAREER PLATFORM)																			
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1	
81	4	2	4	4	2	4	4	4	2	2	2	4	3	2	4	4	2	3	3	57
82	2	2	4	2	2	4	2	2	2	2	2	2	2	4	4	3	1	3	4	47
83	4	3	4	4	3	3	5	3	3	3	3	3	3	4	3	2	3	3	59	
84	4	2	3	4	2	4	4	1	2	1	1	2	2	2	5	4	2	2	47	
85	4	1	5	4	1	5	4	2	1	2	2	1	2	2	4	5	3	2	4	52
86	5	1	4	5	1	5	5	3	1	2	3	3	3	5	3	3	3	3	4	59
87	4	3	3	4	3	3	4	2	3	2	2	3	2	2	4	3	2	3	3	53
88	4	2	4	4	2	4	4	4	2	2	3	2	2	2	4	4	5	4	4	60
89	3	2	4	3	2	4	3	2	2	2	1	2	2	2	4	4	3	4	4	51
90	4	2	4	4	2	4	4	2	2	4	2	4	4	4	4	4	2	2	3	57
91	4	1	5	4	1	5	4	2	1	2	3	1	2	3	3	2	4	4	4	51
92	4	2	4	4	3	4	4	2	2	2	2	2	2	2	4	4	4	3	3	55
93	3	3	4	4	2	4	3	3	2	2	3	2	2	3	3	4	4	3	3	55
94	4	2	4	4	2	4	3	2	2	2	2	2	2	3	4	4	2	3	3	52
95	4	1	5	4	1	5	4	1	1	1	1	3	2	5	3	4	5	5	5	55
96	4	2	4	4	2	4	4	2	2	2	2	2	4	4	4	2	4	4	4	56
97	3	4	2	3	4	4	3	4	4	4	4	4	3	2	4	3	2	2	2	59
98	4	2	4	3	2	2	3	4	2	2	3	2	2	2	4	4	2	2	2	47
99	4	2	4	4	2	4	4	3	2	1	1	2	2	2	3	4	2	4	4	52
100	5	4	3	5	4	2	4	2	4	1	2	4	4	4	5	5	1	2	2	61
101	4	2	4	4	2	4	4	2	2	2	2	2	2	2	4	4	2	4	2	54
102	3	3	4	3	2	3	4	3	4	3	4	3	3	3	3	3	3	3	3	56
103	4	4	2	4	4	4	4	2	4	2	2	4	3	4	2	3	3	4	4	58
104	3	2	4	3	2	4	3	3	2	2	3	2	2	3	3	4	2	3	3	51
105	2	4	2	2	4	2	2	2	4	2	1	3	2	4	3	1	2	2	2	44
106	4	2	4	4	2	4	4	1	2	1	2	2	2	2	4	4	2	2	3	49
107	4	2	4	4	3	4	4	4	2	3	4	2	4	3	4	2	4	4	4	61
108	5	1	4	5	2	4	5	3	2	2	3	1	1	1	3	4	1	2	2	50
109	2	3	2	2	3	3	4	1	3	2	2	3	2	5	3	4	4	1	1	46
110	2	3	4	2	3	2	2	3	2	3	2	1	3	4	3	4	3	3	3	50
111	4	3	3	4	3	3	4	3	4	3	3	5	2	4	4	2	3	3	3	60
112	4	2	4	4	2	4	4	2	2	3	2	2	2	2	4	4	1	3	3	52
113	4	2	5	4	2	4	4	4	2	2	3	2	4	3	4	2	4	4	4	59
114	4	5	4	4	2	4	4	2	5	2	2	4	3	4	5	4	4	5	4	67
115	4	2	4	4	2	4	4	4	2	3	4	2	4	3	4	3	4	4	4	61
116	4	3	3	4	3	5	4	3	3	3	3	3	2	5	3	3	4	4	4	62
117	4	2	2	3	2	4	3	4	2	2	2	2	3	2	4	1	4	4	4	50
118	4	3	4	4	3	3	4	3	3	3	3	3	3	3	3	2	3	4	4	58
119	4	3	3	4	3	3	3	1	3	1	1	1	1	3	5	3	3	3	3	50
120	4	2	4	4	2	4	4	3	2	2	3	2	2	2	3	4	3	4	4	56

NO	X1 /PLATEAU/																			
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1	
121	4	2	2	2	2	2	2	2	2	2	2	2	2	2	2	4	1	4	4	43
122	4	2	2	2	2	2	2	2	2	2	2	2	2	1	4	2	2	2	4	41
123	4	2	4	4	2	2	4	1	2	2	4	2	2	2	4	2	2	4	4	51
124	3	2	4	2	2	3	4	3	4	3	3	4	3	2	3	3	3	4	4	56
125	4	2	2	2	2	4	2	2	2	1	2	2	2	2	4	1	4	4	4	44
126	4	2	4	4	2	4	4	2	2	4	2	5	4	4	4	4	4	4	4	61
127	4	2	3	4	2	2	4	1	2	2	1	2	1	3	2	2	4	4	4	45
128	2	4	4	4	2	3	4	2	2	2	2	2	2	2	4	4	4	1	4	49
129	4	1	2	4	4	4	4	4	2	4	2	2	3	5	4	4	3	5	5	58
130	2	4	4	2	3	4	4	4	2	4	4	3	3	4	4	4	3	4	4	62
131	4	2	5	4	3	4	4	2	4	3	4	2	4	4	3	1	4	4	4	61
132	4	2	4	4	3	4	2	2	2	2	3	4	2	1	4	2	3	5	5	53
133	4	2	4	2	2	3	2	1	2	2	2	2	2	2	4	2	2	4	4	46
134	4	2	3	4	2	3	4	2	2	2	2	2	1	4	4	2	1	4	4	48
135	4	2	4	2	2	4	4	3	2	4	1	2	2	4	4	3	4	4	4	55
136	4	4	4	4	2	4	4	2	4	2	3	2	4	4	4	5	4	2	4	62
137	4	2	4	4	3	4	4	4	3	4	2	4	3	3	4	3	3	4	4	62
138	4	2	2	4	2	2	2	2	2	2	2	3	3	3	3	3	1	4	1	45
139	4	2	2	2	3	4	4	3	4	3	3	4	3	5	5	2	2	4	4	61
140	2	2	4	3	2	4	2	2	2	4	2	2	3	2	4	3	4	4	4	53
141	4	3	4	4	2	5	4	3	2	2	4	3	2	4	4	3	4	4	4	59
142	4	2	3	2	3	4	3	2	1	4	3	2	2	3	3	2	3	1	4	47
143	4	2	4	2	3	2	4	2	2	2	3	4	2	3	3	2	3	4	4	51
144	4	1	2	3	2	3	4	2	2	2	2	2	2	2	4	2	4	4	4	50
145	4	2	4	2	1	3	2	3	3	1	4	2	2	2	1	1	4	4	4	45
146	4	2	4	4	2	4	4	2	2	2	2	2	4	4	3	4	4	4	4	57
147	4	2	5	4	2	4	4	4	3	2	4	4	2	5	4	2	4	4	4	63
148	4	4	4	4	3	2	2	1	2	2	1	2	2	2	3	2	2	3	2	46
149	4	2	4	4	2	4	4	2	2	5	3	2	1	2	3	3	4	4	4	55
150	4	2	2	2	2	2	4	3	2	2	1	4	2	4	2	1	2	4	4	45
151	4	2	3	3	2	2	4	4	2	1	2	2	2	4	3	2	2	4	4	50
152	4	3	4	4	3	4	4	4	2	2	4	4	5	4	4	3	3	4	4	63
153	4	2	2	3	2	4	4	1	3	2	1	4	2	3	3	3	4	4	4	51
154	4	3	4	4	5	4	2	3	2	3	4	3	3	5	4	3	3	2	4	61
155	4	2	5	4	4	5	3	3	2	2	3	2	3	4	4	4	4	4	4	60
156	4	3	4	4	3	4	4	4	5	4	4	2	2	5	5	3	3	4	4	67
157	4	4	4	3	4	4	3	2	2	4	2	2	3	4	4	4	2	4	4	59
158	2	3	3	2	3	3	4	2	3	2	2	3	3	5	3	1	3	3	3	44
159	2	3	5	2	3	3	2	3	3	3	3	4	4	4	4	3	2	3	5	56
160	4	3	2	4	3	2	4	1	3	1	3	2	2	2	4	1	3	3	3	51

NO	X1 (PLATEAU)																	X1		
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17		X1.18	
161	4	2	4	4	2	4	4	2	2	3	2	2	2	2	2	2	2	4	4	53
162	4	2	4	4	2	5	4	3	2	2	4	3	2	4	4	4	3	4	4	58
163	4	2	2	4	2	4	4	2	3	2	2	2	2	4	3	2	2	4	4	53
164	4	2	4	4	2	4	4	4	2	4	4	2	2	5	4	3	4	4	4	58
165	4	3	3	4	1	3	4	3	3	3	2	3	2	2	3	1	3	3	3	52
166	4	2	4	3	2	4	3	4	2	2	3	2	3	4	4	3	4	4	4	62
167	4	3	2	4	3	2	4	3	3	3	3	3	2	1	2	2	2	3	3	50
168	4	3	3	4	3	3	3	1	3	1	3	3	3	2	3	1	3	3	3	43
169	4	2	4	4	2	4	4	3	2	2	3	2	4	5	4	2	4	4	4	57

NO	X2 (BURNOUT)																				
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2	
81	3	3	4	4	4	3	2	4	3	4	3	3	3	4	4	4	4	3	4	2	65
82	4	4	3	3	3	4	4	3	4	3	4	3	3	2	3	3	5	4	4	4	66
83	4	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	59
84	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	38
85	4	2	2	2	2	4	2	2	2	4	2	4	2	4	2	2	2	2	2	2	46
86	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	57
87	4	3	4	4	4	3	4	2	3	3	4	4	3	5	4	4	3	4	4	2	67
88	4	4	4	4	3	4	5	4	2	2	4	4	4	5	4	4	4	5	4	4	74
89	4	3	4	4	4	3	4	4	4	4	3	4	3	4	3	4	4	4	4	3	69
90	4	4	2	4	4	4	4	4	2	4	4	4	4	5	2	2	4	4	2	4	67
91	4	3	4	4	4	4	4	4	4	3	2	4	4	4	4	4	4	4	4	4	71
92	4	4	3	3	3	4	4	4	4	3	2	4	4	5	3	2	4	3	3	3	65
93	3	3	2	2	2	3	3	3	2	2	2	2	2	2	2	2	3	2	2	2	44
94	3	3	3	3	3	3	3	3	3	2	3	3	3	2	3	3	3	3	3	3	55
95	4	4	4	4	2	3	4	2	3	2	2	2	3	4	2	3	3	2	2	2	53
96	3	4	3	3	3	3	3	3	3	2	2	3	4	3	3	3	3	4	3	3	58
97	2	4	2	2	2	2	3	4	2	2	4	2	3	3	3	4	3	4	2	2	52
98	2	2	4	2	2	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	41
99	4	3	2	3	3	4	2	2	2	2	2	2	2	2	2	2	2	2	2	2	45
100	1	1	1	1	1	1	1	4	1	1	1	1	1	1	1	1	4	1	1	1	25
101	4	4	4	4	4	4	4	4	3	3	4	4	4	2	4	4	4	4	4	2	70
102	4	4	3	3	4	4	3	3	3	4	4	4	3	3	4	4	3	4	4	3	67
103	2	3	2	2	2	2	2	3	2	2	2	2	2	3	2	3	2	2	2	2	42
104	4	3	4	3	3	4	4	3	3	3	3	4	3	3	3	3	3	3	3	3	62
105	2	2	2	2	2	2	2	3	2	2	2	2	2	2	2	2	3	3	3	2	42
106	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	2	2	2	37
107	4	4	4	4	4	4	4	3	4	3	3	4	4	4	4	4	4	4	4	4	73
108	3	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	5	5	5	74
109	4	4	4	4	2	4	2	3	3	4	2	2	3	4	2	3	4	2	2	2	58
110	3	3	4	3	3	3	4	3	2	3	3	2	3	3	3	2	3	4	2	3	56
111	4	4	4	4	3	4	2	3	3	3	4	3	4	4	4	3	4	3	3	3	64
112	3	3	3	3	3	3	2	3	2	3	2	3	2	3	3	3	3	3	3	3	53
113	4	4	4	4	4	4	4	2	4	4	4	4	4	4	4	4	2	4	3	3	70
114	4	3	4	4	4	4	4	4	3	2	4	3	2	2	3	2	3	4	4	2	61
115	4	4	3	4	3	4	3	4	3	2	3	3	4	3	3	3	4	3	3	3	63
116	3	3	3	3	3	3	4	3	2	3	3	3	3	3	3	3	3	3	3	3	57
117	4	4	3	4	4	4	4	3	4	3	4	4	4	4	3	3	4	4	4	4	70
118	3	2	2	3	2	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	42
119	3	3	3	2	2	3	2	4	2	4	4	2	4	5	4	2	4	3	3	2	57
120	4	3	3	4	3	4	4	4	3	2	3	3	4	3	3	3	4	4	3	3	64

NO	X2 (BURNOUT)																					
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2		
121	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76	
122	4	4	4	4	4	4	4	4	4	4	2	4	3	3	4	4	4	3	4	4	4	71
123	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	75
124	3	3	3	3	3	3	2	3	3	2	3	3	4	3	2	4	4	4	4	4	4	60
125	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	73
126	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
127	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
128	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	75
129	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
130	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
131	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
132	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
133	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
134	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
135	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
136	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
137	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
138	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
139	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
140	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
141	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
142	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
143	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
144	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
145	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
146	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
147	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
148	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
149	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
150	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
151	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
152	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
153	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
154	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
155	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
156	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
157	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	76
158	4	4	4	4	2	4	4	2	3	3	4	2	4	3	4	2	3	4	4	4	2	58
159	3	3	4	3	3	3	3	4	3	2	3	3	2	3	3	2	3	4	2	3	4	56
160	4	4	4	4	3	3	4	2	3	3	3	4	3	4	4	3	4	4	3	4	3	64

NO	X2 (BURNOUT)																				
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2	
161	3	3	3	3	3	3	3	2	3	2	2	3	2	3	3	3	3	3	3	3	53
162	4	4	4	4	4	4	4	2	4	4	4	4	4	4	4	4	2	4	3	3	70
163	4	3	4	4	4	4	4	3	2	4	4	3	2	2	3	2	3	4	4	4	61
164	4	4	3	4	4	3	4	3	4	3	2	3	3	4	3	4	3	4	3	3	63
165	3	3	3	3	3	3	3	4	3	2	3	3	3	3	3	3	3	3	3	3	57
166	4	4	3	4	4	4	3	3	4	3	4	4	4	4	4	3	3	4	4	4	70
167	3	2	2	3	2	3	2	2	2	2	2	3	2	2	2	2	2	2	2	2	42
168	3	3	3	2	2	3	2	4	2	4	4	4	2	5	4	2	4	3	3	3	57
169	4	3	3	4	3	4	4	4	4	3	2	3	3	4	3	3	4	4	3	3	64

Lampiran 7 Uji Reliabilitas & Reliabilitas *Turnover Intention*

Reliability Statistics

Cronbach's Alpha	N of Items
.922	3

Correlations

		Y1	Y2	Y3	TOTAL_Y
Y1	Pearson Correlation	1	.790**	.745**	.907**
	Sig. (2-tailed)		.000	.000	.000
	N	169	169	169	169
Y2	Pearson Correlation	.790**	1	.855**	.948**
	Sig. (2-tailed)	.000		.000	.000
	N	169	169	169	169
Y3	Pearson Correlation	.745**	.855**	1	.934**
	Sig. (2-tailed)	.000	.000		.000
	N	169	169	169	169
TOTAL_Y	Pearson Correlation	.907**	.948**	.934**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	169	169	169	169

	Sig. (2-tailed)	.611	.282	.059	.668	.165	.033	.440	.000	.363	.001	
	N	169	169	169	169	169	169	169	169	169	169	169
VAR00012	Pearson Correlation	-.066	.456**	-.166*	-.060	.464**	-.151	.054	.015	.513**	.175*	.024
	Sig. (2-tailed)	.394	.000	.031	.435	.000	.050	.490	.843	.000	.023	.758
	N	169	169	169	169	169	169	169	169	169	169	169
VAR00013	Pearson Correlation	-.072	.127	.123	-.014	.136	.105	-.073	.151*	.083	.008	.040
	Sig. (2-tailed)	.350	.100	.112	.857	.078	.176	.345	.049	.283	.922	.605
	N	169	169	169	169	169	169	169	169	169	169	169
VAR00014	Pearson Correlation	.126	.082	.101	.156*	.156*	.132	.157*	-.199**	.147	-.007	-.157*

Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	169	169	169	169	169	169	169	169	169	169	169

Correlations

		VAR00013	VAR00004	VAR00005	VAR00016	VAR00017	VAR00018	TOTAL_Y
VAR00001	Pearson Correlation	-.072	.126	.211**	-.226**	.126	.170*	.365**
	Sig. (2-tailed)	.350	.104	.006	.003	.102	.027	.000
	N	169	169	169	169	169	169	169
VAR00002	Pearson Correlation	.127	.082	-.082	.179*	-.103	-.148	.321**
	Sig. (2-tailed)	.100	.292	.289	.020	.183	.054	.000
	N	169	169	169	169	169	169	169
VAR00003	Pearson Correlation	.123	.101	.271**	.188*	.233**	.163*	.353**
	Sig. (2-tailed)	.112	.192	.000	.014	.002	.034	.000
	N	169	169	169	169	169	169	169
VAR00004	Pearson Correlation	-.014	.156*	.310**	-.079	.123	.079	.487**
	Sig. (2-tailed)	.857	.043	.000	.310	.112	.308	.000

	N	169	169	169	169	169	169	169
VAR00005	Pearson Correlation	.136	.156 [*]	-.014	.134	-.209 ^{**}	-.182 [*]	.321 ^{**}
	Sig. (2-tailed)	.078	.043	.860	.083	.006	.018	.000
	N	169	169	169	169	169	169	169
VAR00006	Pearson Correlation	.105	.132	.394 ^{**}	.177 [*]	.167 [*]	.199 ^{**}	.386 ^{**}
	Sig. (2-tailed)	.176	.087	.000	.021	.030	.009	.000
	N	169	169	169	169	169	169	169
VAR00007	Pearson Correlation	-.073	.157 [*]	.267 ^{**}	-.096	.056	.064	.464 ^{**}
	Sig. (2-tailed)	.345	.041	.000	.216	.466	.412	.000
	N	169	169	169	169	169	169	169
VAR00008	Pearson Correlation	.151 [*]	-.199 ^{**}	.134	.076	-.013	-.033	.350 ^{**}
	Sig. (2-tailed)	.049	.009	.083	.326	.866	.667	.000
	N	169	169	169	169	169	169	169
VAR00009	Pearson Correlation	.083	.147	-.013	.118	-.062	-.037	.370 ^{**}
	Sig. (2-tailed)	.283	.056	.868	.126	.421	.629	.000
	N	169	169	169	169	169	169	169
VAR00010	Pearson Correlation	.008	-.007	.162 [*]	.258 ^{**}	.064	.131	.343 ^{**}
	Sig. (2-tailed)	.922	.926	.036	.001	.405	.090	.000

	N	169	169	169	169	169	169	169
VAR00011	Pearson Correlation	.040	-.157*	.061	.113	-.084	-.033	.367**
	Sig. (2-tailed)	.605	.041	.428	.143	.279	.674	.000
	N	169	169	169	169	169	169	169
VAR00012	Pearson Correlation	.166*	.094	.00	-.009	.007	.080	.349**
	Sig. (2-tailed)	.031	.222	.952	.910	.930	.303	.000
	N	169	169	169	169	169	169	169
VAR00013	Pearson Correlation	1	.117	.057	.151*	.098	.103	.346**
	Sig. (2-tailed)		.131	.463	.050	.206	.183	.000
	N	169	169	169	169	169	169	169
VAR00014	Pearson Correlation	.117	1	.117	.161*	.069	.134	.340**
	Sig. (2-tailed)	.131		.130	.036	.373	.083	.000
	N	169	169	169	169	169	169	169
VAR00015	Pearson Correlation	.057	.117	1	.090	.057	.046	.451**
	Sig. (2-tailed)	.463	.130		.244	.460	.554	.000
	N	169	169	169	169	169	169	169
VAR00016	Pearson Correlation	.151*	.161*	.090	1	.105	.034	.367**
	Sig. (2-tailed)	.050	.036	.244		.175	.661	.000

	N	169	169	169	169	169	169	169
VAR00017	Pearson Correlation	.098	.069	.057	.105	1	.585**	.342**
	Sig. (2-tailed)	.206	.373	.460	.175		.000	.000
	N	169	169	169	169	169	169	169
VAR00018	Pearson Correlation	.103	.134	.046	.034	.585**	1	.364**
	Sig. (2-tailed)	.183	.083	.554	.661	.000		.000
	N	169	169	169	169	169	169	169
TOTAL_Y	Pearson Correlation	.346**	.340**	.451**	.367**	.342**	.364**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	169	169	169	169	169	169	169

Lampiran 9 Uji Reliabilitas & Reliabilitas *Burnout*

Reliability Statistics

Cronbach's Alpha	N of Items
.975	19

		Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		
	N		169	169	169	169	169	169	169	169	169	169	169	169	169		
X2.6	Pearson Correlation		.935	.747**	.713**	.633**	.750**	1	.531**	.486**	.670**	.574**	.677**	.637**	.610**	.681**	.525**
		Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N		169	169	169	169	169	169	169	169	169	169	169	169	169	169	169
X2.7	Pearson Correlation		.579	.663**	.666**	.667**	.717**	.531**	1	.666**	.714**	.573**	.668**	.787**	.511**	.607**	.650**
		Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N		169	169	169	169	169	169	169	169	169	169	169	169	169	169	169
X2.8	Pearson Correlation		.524	.693**	.590**	.492**	.618**	.486**	.666**	1	.662**	.569**	.645**	.685**	.651**	.658**	.603**
		Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N		169	169	169	169	169	169	169	169	169	169	169	169	169	169	169
X2.9	Pearson Correlation		.706	.789**	.748**	.693**	.809**	.670**	.714**	.662**	1	.681**	.772**	.826**	.613**	.790**	.758**
		Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N		169	169	169	169	169	169	169	169	169	169	169	169	169	169	169
X2.10	Pearson Correlation		.617	.649**	.631**	.487**	.696**	.574**	.573**	.569**	.681**	1	.631**	.641**	.552**	.698**	.702**

	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	169	169	169	169	169	169	169	169	169	169	169	169	169	169	
X2.11	Pearson Correlation	.713	.790	.752	.706	.790	.677	.668	.645	.772	.631	1	.768	.657	.858	.687
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	169	169	169	169	169	169	169	169	169	169	169	169	169	169	169
X2.12	Pearson Correlation	.668	.744	.672	.728	.764	.637	.787	.685	.826	.641	.768	1	.663	.712	.719
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	169	169	169	169	169	169	169	169	169	169	169	169	169	169	169
X2.13	Pearson Correlation	.629	.684	.598	.509	.572	.610	.511	.651	.613	.552	.657	.663	1	.659	.534
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	169	169	169	169	169	169	169	169	169	169	169	169	169	169	169
X2.14	Pearson Correlation	.720	.826	.858	.679	.851	.681	.607	.658	.790	.698	.858	.712	.659	1	.698
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	169	169	169	169	169	169	169	169	169	169	169	169	169	169	169
X2.15	Pearson Correlation	.540	.709	.639	.577	.738	.525	.650	.603	.758	.702	.687	.719	.534	.698	1

L_X	Sig. (2-tailed)	.00	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
2		0													
N		169	169	169	169	169	169	169	169	169	169	169	169	169	169

Correlations

		X2.16	X2.17	X2.18	X2.19	TOTAL_X2
X2.1	Pearson Correlation	.493**	.667**	.653**	.632**	.820**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.2	Pearson Correlation	.616**	.727**	.750**	.711**	.895**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.3	Pearson Correlation	.525**	.736**	.748**	.639**	.856**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.4	Pearson Correlation	.509**	.710**	.680**	.696**	.792**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.5	Pearson Correlation	.596**	.785**	.824**	.759**	.918**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169

	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.6	Pearson Correlation	.467**	.638**	.632**	.620**	.785**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.7	Pearson Correlation	.608**	.686**	.685**	.751**	.806**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.8	Pearson Correlation	.899**	.556**	.672**	.640**	.776**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.9	Pearson Correlation	.635**	.693**	.792**	.839**	.899**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.10	Pearson Correlation	.525**	.554**	.693**	.572**	.766**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.11	Pearson Correlation	.572**	.771**	.783**	.747**	.884**

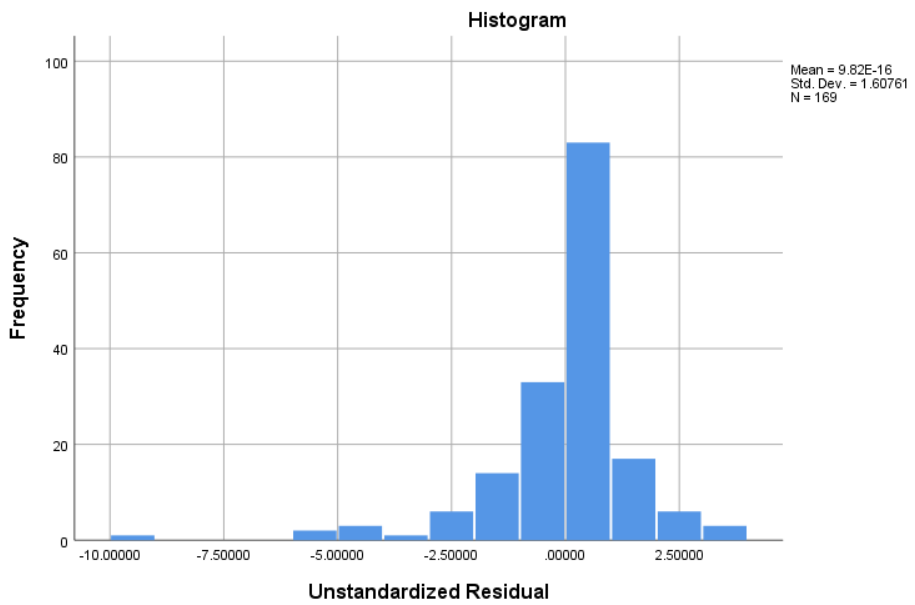
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.12	Pearson Correlation	.667**	.695**	.733**	.848**	.884**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.13	Pearson Correlation	.596**	.621**	.581**	.597**	.746**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.14	Pearson Correlation	.577**	.763**	.812**	.682**	.893**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.15	Pearson Correlation	.605**	.587**	.788**	.683**	.812**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	169	169	169	169	169
X2.16	Pearson Correlation	1	.527**	.614**	.650**	.736**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	169	169	169	169	169
X2.17	Pearson Correlation	.527**	1	.711**	.701**	.827**

	Sig. (2-tailed)	.000		.000	.000	.000
	N	169	169	169	169	169
X2.18	Pearson Correlation	.614**	.711**	1	.711**	.878**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	169	169	169	169	169
X2.19	Pearson Correlation	.650**	.701**	.711**	1	.853**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	169	169	169	169	169
TOTAL _X2	Pearson Correlation	.736**	.827**	.878**	.853**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	169	169	169	169	169

Lampiran 10 Uji Normalitas

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Unstandardized Residual	.219	169	.000	.816	169	.000



Lampiran 11 Uji Linieritas Career Plateau dan Turnover Intention

ANOVA Table

			Mean Square	F
TOTAL_Y *	Between Groups	(Combined)	12.189	2.166
TOTAL_X1				

	Linearity	64.245	11.418
	Deviation from Linearity	10.020	1.781
	Within Groups	5.626	
	Total		

ANOVA Table

			Sig.
TOTAL_Y *	Between Groups	(Combined)	.002
TOTAL_X1		Linearity	.001
		Deviation from Linearity	.021
	Within Groups		
	Total		

Lampiran 12 Uji Linieritas *Burnout* dan *Turnover Intention*

ANOVA Table

			Mean Square	F
TOTAL_Y *	Between Groups	(Combined)	26.487	22.443
TOTAL_X2		Linearity	668.184	566.164

	Deviation from Linearity	8.152	6.908
	Within Groups	1.180	
	Total		

ANOVA Table

			Sig.
TOTAL_Y *	Between Groups	(Combined)	.000
TOTAL_X2		Linearity	.000
		Deviation from Linearity	.000
	Within Groups		
	Total		

Lampiran 13 Uji Multikolinieritas

Coefficients^a

Model	Unstandardized Coefficients	Standard dized Coeffie nts	t	Sig.	Collinearit y Statistics
-------	--------------------------------	-------------------------------------	---	------	-----------------------------

		B	Std. Error	Beta			Tolerance
1	(Constant)	-1.713	1.188		-1.443	.151	
	TOTAL_X 1	.034	.021	.081	1.629	.105	.956
	TOTAL_X 2	.154	.010	.759	15.283	.000	.956

Coefficients^a

Collinearity Statistics

Model		VIF
1	(Constant)	
	TOTAL_X1	1.046
	TOTAL_X2	1.046

Lampiran 14 Uji Heteroskedastisitas

Correlations

			TOTAL_ Y	TOTAL_X2	ABS_RES
Spearman's rho	TOTAL_Y	Correlation Coefficient	1.000	.808**	-.431**
		Sig. (2-tailed)	.	.000	.000
		N	169	169	169
	TOTAL_X 2	Correlation Coefficient	.808**	1.000	-.515**
		Sig. (2-tailed)	.000	.	.000
		N	169	169	169
	ABS_RES	Correlation Coefficient	-.431**	-.515**	1.000
		Sig. (2-tailed)	.000	.000	.
		N	169	169	169

Lampiran 15 Uji Analisis Deskriptif

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	Std. Deviation
TOTAL_Y	169	12	3	15	1715	10.15	2.570
TOTAL_X1	169	33	37	70	9077	53.71	6.066
TOTAL_X2	169	57	25	82	11026	65.24	12.700
Valid N (listwise)	169						

Lampiran 16 Uji Hipotesis

Correlations

		TURNOVER_ INTENTION		CAREER_PLATEAU
Spearman's rho	TURNOVER_ INTENTION	Correlation Coefficient	1.000	.249**
		Sig. (2- tailed)	.	.001
		N	169	169
	CAREER_PL ATEAU	Correlation Coefficient	.249**	1.000
		Sig. (2- tailed)	.001	.
		N	169	169

BURNOUT	Correlation Coefficient	.808**	.216**
	Sig. (2-tailed)	.000	.005
	N	169	169

Correlations

		BURNOUT	
Spearman's rho	TURNOVER_INTENTION	Correlation Coefficient	.808**
		Sig. (2-tailed)	.000
		N	169
	CAREER_PLATEAU	Correlation Coefficient	.216**
		Sig. (2-tailed)	.005
		N	169
	BURNOUT	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	169

Lampiran 17 Uji Mann-Whitney U (Jenis Kelamin)

Ranks

		JENIS_KELAMIN	N	Mean Rank	Sum of Ranks
TURNOVER_INTENTION	Laki-Laki		75	73.89	5542.00
	Perempuan		94	93.86	8823.00
	Total		169		

Test Statistics^a

TURNOVER_INTENTION	
Mann-Whitney U	2692.000
Wilcoxon W	5542.000
Z	-2.883
Asymp. Sig. (2-tailed)	.004

Lampiran 18 Uji Kruskal-Wallis (Usia)

Ranks

		USIA	N	Mean Rank
TURNOVER_INTENTION	21-30		30	70.73
	31-40		81	103.79

	41-50	39	75.13
	51-60	19	47.68
	Total	169	

Test Statistics^{a,b}

TURNOVER_IN
TENTION

Kruskal-Wallis H	32.470
df	3
Asymp. Sig.	.000

Lampiran 19 Uji *Kruskal-Wallis* (Lama Kerja)

Ranks

	LAMA_KERJA	N	Mean Rank
TURNOVER_INTENTION	1-10	77	85.27
	11-20	60	85.79
	21-30	19	77.68
	31-40	13	90.42
	Total	169	

Test Statistics^{a,b}TURNOVER_IN
TENTION

Kruskal-Wallis H	.721
df	3
Asymp. Sig.	.868

Lampiran 20 Uji *Kruskal-Wallis* (Divisi)**Ranks**

	DIVISI	N	Mean Rank
TURNOVER_INTENTION	Corporate Secretary	7	85.21
	Audit Internal	6	62.83
	Kredit Ritel & Menengah	5	101.40
	Kredit Mikro	6	62.50
	Akuntansi dan Manajemen Keuangan	7	56.79
	Tresuri	7	106.21
	International Banking	6	94.25
	Restrukturisasi dan Pemulihan Kredit	6	74.50
	Manajemen Risiko	5	86.90
	Analisa Risiko Kredit	6	56.92
	Teknologi Informasi	7	104.71

Digital Banking	6	84.17
Operasi	7	95.57
Umum	7	67.50
Pengembangan Produk	7	90.29
Kepatuhan & APU PPT	6	122.50
Hukum	6	79.67
Kebijakan dan Prosedur	6	81.83
Kredit Komersial, Korporasi dan Sindikasi	7	55.07
Kredit Konsumer	8	61.44
Dana dan Jasa	7	99.00
Bisnis Syariah	6	110.42
Pendukung Bisnis Syariah	5	71.10
Human Capital	6	122.50
Perencanaan Strategis dan Manajemen Kinerja	5	74.50
Manajemen Jaringan dan Layanan	6	93.08
Manajemen Anak Perusahaan	6	101.75
Total	169	

Test Statistics^{a,b}

TURNOVER_IN
TENTION

Kruskal-Wallis H	32.231
df	26
Asymp. Sig.	.186

Lampiran 21 Hasil Turnitin

Hubungan Career Plateau dan Burnout dengan Turnover Intention pada Karyawan

ORIGINALITY REPORT

13%	12%	7%	7%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

PRIMARY SOURCES

1	Submitted to Universitas 17 Agustus 1945 Surabaya Student Paper	1%
2	eprints.walisongo.ac.id Internet Source	1%
3	repository.usd.ac.id Internet Source	1%
4	eprints.uny.ac.id Internet Source	<1%
5	etheses.uin-malang.ac.id Internet Source	<1%
6	repository.untag-sby.ac.id Internet Source	<1%
7	Submitted to Universitas Negeri Jakarta Student Paper	<1%
8	text-id.123dok.com Internet Source	<1%
9	Submitted to Binus University International Student Paper	<1%
10	jurnal.unublitar.ac.id Internet Source	<1%
11	core.ac.uk Internet Source	<1%

Lampiran 22 Surat Izin Penelitian



YAYASAN PERGURUAN 17 AGUSTUS 1945 SURABAYA
UNIVERSITAS 17 AGUSTUS 1945 SURABAYA
FAKULTAS PSIKOLOGI

Program Studi Sarjana Psikologi (S1)
 Program Studi Magister Psikologi (S2)
 Program Studi Psikologi Profesi (S2)

Terakreditasi (UNGGUL)
 Terakreditasi (B)
 Terakreditasi (B)

Kampus : Jl. Semolowaru No. 45 Surabaya 60118 Telp. (031) 5990029; 5931800 (hunting) Ex 148, 149
 Homepage : www.untag-sby.ac.id ; Email : psikologi@untag-sby.ac.id

30 April 2025

Nomor : 1186/K/F.Psi/IV/2025
 Lampiran : -
 Perihal : **Permohonan Izin Penelitian untuk Skripsi**

Yth Pimpinan PT Bank Jatim Tbk.
 Jl. Basuki Rahmat No 98-104

Fakultas Psikologi Universitas 17 Agustus 1945 Surabaya menyampaikan, Terkait tugas akhir Skripsi mahasiswa strata satu (S-1) Fakultas Psikologi Universitas 17 Agustus 1945 Surabaya, dengan hormat kami memohon untuk diperkenankan mengadakan penelitian / pengambilan data pada PT Bank Jatim Tbk. yang Bapak/Ibu pimpin, Adapun informasi pendukung berkaitan dengan kegiatan penelitian tersebut adalah sebagai berikut:

Nama : Salwa Nur Azizah
 NPM : 1512100351
 Alamat : Jl. Bronggalan Sawah Timur II No 4-N
 Judul Penelitian : Hubungan Career Plateau dan Burnout dengan Turnover Intention pada Karyawan
 Subjek Penelitian : Karyawan Bank Jatim
 No. Handphone : 081217014125

Demikian surat permohonan ini, atas perhatian dan kerjasama disampaikan terima kasih.



Dr. Rr. Amanga Pasca Rini, M.Si, Psikolog
 NPP : 20510 02 0552

Tembusan
 1. Arsip