**Lampiran 3 Hasil Olah data SPSS**

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| **Correlations** | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | Gaya Kepemimpinan |
| X1.1 | Pearson Correlation | 1 | .064 | -.030 | -.080 | -.063 | .427\*\* |
| Sig. (2-tailed) |  | .571 | .794 | .478 | .577 | .000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| X1.2 | Pearson Correlation | .064 | 1 | .109 | -.198 | -.123 | .444\*\* |
| Sig. (2-tailed) | .571 |  | .336 | .078 | .276 | .000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| X1.3 | Pearson Correlation | -.030 | .109 | 1 | -.092 | -.111 | .453\*\* |
| Sig. (2-tailed) | .794 | .336 |  | .418 | .328 | .000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| X1.4 | Pearson Correlation | -.080 | -.198 | -.092 | 1 | .092 | .435\*\* |
| Sig. (2-tailed) | .478 | .078 | .418 |  | .417 | .002 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| X1.5 | Pearson Correlation | -.063 | -.123 | -.111 | .092 | 1 | .472\*\* |
| Sig. (2-tailed) | .577 | .276 | .328 | .417 |  | .001 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| Gaya Kepemimpinan | Pearson Correlation | .427\*\* | .444\*\* | .453\*\* | .435\*\* | .472\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .002 | .001 |  |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

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| **Correlations** | | | | | |
|  | | X2.1 | X2.2 | X2.3 | Pengembangan Karyawan |
| X2.1 | Pearson Correlation | 1 | -.028 | .208 | .595\*\* |
| Sig. (2-tailed) |  | .806 | .064 | .000 |
| N | 80 | 80 | 80 | 80 |
| X2.2 | Pearson Correlation | -.028 | 1 | .324\*\* | .638\*\* |
| Sig. (2-tailed) | .806 |  | .003 | .000 |
| N | 80 | 80 | 80 | 80 |
| X2.3 | Pearson Correlation | .208 | .324\*\* | 1 | .769\*\* |
| Sig. (2-tailed) | .064 | .003 |  | .000 |
| N | 80 | 80 | 80 | 80 |
| Pengembangan Karyawan | Pearson Correlation | .595\*\* | .638\*\* | .769\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 |  |
| N | 80 | 80 | 80 | 80 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

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| **Correlations** | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | Promosi Jabatan |
| X3.1 | Pearson Correlation | 1 | -.158 | -.002 | -.055 | .059 | .416\*\* |
| Sig. (2-tailed) |  | .161 | .985 | .629 | .606 | .000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| X3.2 | Pearson Correlation | -.158 | 1 | -.014 | -.039 | -.060 | .405\*\* |
| Sig. (2-tailed) | .161 |  | .901 | .730 | .597 | .006 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| X3.3 | Pearson Correlation | -.002 | -.014 | 1 | .058 | .045 | .504\*\* |
| Sig. (2-tailed) | .985 | .901 |  | .610 | .690 | .000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| X3.4 | Pearson Correlation | -.055 | -.039 | .058 | 1 | -.096 | .443\*\* |
| Sig. (2-tailed) | .629 | .730 | .610 |  | .397 | .000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| X3.5 | Pearson Correlation | .059 | -.060 | .045 | -.096 | 1 | .444\*\* |
| Sig. (2-tailed) | .606 | .597 | .690 | .397 |  | .000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| Promosi Jabatan | Pearson Correlation | .416\*\* | .305\*\* | .504\*\* | .443\*\* | .444\*\* | 1 |
| Sig. (2-tailed) | .000 | .006 | .000 | .000 | .000 |  |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

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| **Correlations** | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Turnover Karyawan |
| Y.1 | Pearson Correlation | 1 | -.018 | -.026 | .544\*\* |
| Sig. (2-tailed) |  | .873 | .818 | .000 |
| N | 80 | 80 | 80 | 80 |
| Y.2 | Pearson Correlation | -.018 | 1 | .030 | .600\*\* |
| Sig. (2-tailed) | .873 |  | .791 | .000 |
| N | 80 | 80 | 80 | 80 |
| Y.3 | Pearson Correlation | -.026 | .030 | 1 | .579\*\* |
| Sig. (2-tailed) | .818 | .791 |  | .000 |
| N | 80 | 80 | 80 | 80 |
| Turnover Karyawan | Pearson Correlation | .544\*\* | .600\*\* | .579\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 |  |
| N | 80 | 80 | 80 | 80 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

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| **Correlations** | | | | | | | |
|  | | Z.1 | Z.2 | Z.3 | Z.4 | Z.5 | Budaya Organisasi |
| Z.1 | Pearson Correlation | 1 | .139 | .173 | .025 | .060 | .625\*\* |
| Sig. (2-tailed) |  | .220 | .125 | .827 | .597 | .000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| Z.2 | Pearson Correlation | .139 | 1 | .025 | .057 | -.026 | .537\*\* |
| Sig. (2-tailed) | .220 |  | .824 | .613 | .818 | .000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| Z.3 | Pearson Correlation | .173 | .025 | 1 | -.200 | .053 | .468\*\* |
| Sig. (2-tailed) | .125 | .824 |  | .075 | .639 | .000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| Z.4 | Pearson Correlation | .025 | .057 | -.200 | 1 | -.239\* | .255\* |
| Sig. (2-tailed) | .827 | .613 | .075 |  | .033 | .022 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| Z.5 | Pearson Correlation | .060 | -.026 | .053 | -.239\* | 1 | .380\*\* |
| Sig. (2-tailed) | .597 | .818 | .639 | .033 |  | .001 |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| Budaya Organisasi | Pearson Correlation | .625\*\* | .537\*\* | .468\*\* | .555\* | .580\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .022 | .001 |  |
| N | 80 | 80 | 80 | 80 | 80 | 80 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

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| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .752 | 5 |

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| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .793 | 3 |

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| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .743 | 5 |

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| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .813 | 3 |

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| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .751 | 5 |

**Hasil Uji Normalitas**

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| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Predicted Value |
| N | | 80 |
| Normal Parametersa,b | Mean | 21.0000000 |
| Std. Deviation | .32355195 |
| Most Extreme Differences | Absolute | .069 |
| Positive | .069 |
| Negative | -.060 |
| Test Statistic | | .069 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

**Uji Autokorelasi**

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| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .817a | .667 | .604 | 1.139 | 1.772 |
| a. Predictors: (Constant), Budaya Organisasi , Promosi Jabatan, Pengembangan Karir Karyawan, Gaya Kepemimpinan | | | | | |
| b. Dependent Variable: Turnover Karyawan | | | | | |

A graph with dots on a white background

Description automatically generated **Uji Multikolinieritas**

|  |  |  |  |
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| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Gaya Kepemimpinan | .977 | 1.023 |
| Pengembangan Karir Karyawan | .961 | 1.040 |
| Promosi Jabatan | .945 | 1.059 |
| a. Dependent Variable: Turnover Karyawan | | | |

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| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .798a | .636 | .601 | 1.829 |
| a. Predictors: (Constant), Promosi Jabatan, Gaya Kepemimpinan, Pengembangan Karir Karyawan | | | | |
| b. Dependent Variable: Budaya Organisasi | | | | |

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| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 8.270 | 3 | 2.757 | 4.039 | .008b |
| Residual | 201.730 | 76 | 2.654 |  |  |
| Total | 210.000 | 79 |  |  |  |
| a. Dependent Variable: Budaya Organisasi | | | | | | |
| b. Predictors: (Constant), Promosi Jabatan, Gaya Kepemimpinan, Pengembangan Karir Karyawan | | | | | | |

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| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 18.829 | 4.337 |  | 4.342 | .000 |
| Gaya Kepemimpinan | .497 | .134 | .468 | 3.978 | .014 |
| Pengembangan Karir Karyawan | .379 | .137 | .366 | 3.576 | .026 |
| Promosi Jabatan | .348 | .125 | .345 | 3.386 | . 041 |
| a. Dependent Variable: Budaya Organisasi | | | | | | |

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| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .817a | .667 | .604 | 1.139 |
| a. Predictors: (Constant), Budaya Organisasi , Promosi Jabatan, Pengembangan Karir Karyawan, Gaya Kepemimpinan | | | | |
| b. Dependent Variable: Turnover Karyawan | | | | |

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| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 4.821 | 4 | 1.205 | 4.928 | .002b |
| Residual | 97.366 | 75 | 1.298 |  |  |
| Total | 102.188 | 79 |  |  |  |
| a. Dependent Variable: Turnover Karyawan | | | | | | |
| b. Predictors: (Constant), Budaya Organisasi , Promosi Jabatan, Pengembangan Karir Karyawan, Gaya Kepemimpinan | | | | | | |

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| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 9.308 | 3.388 |  | 2.747 | .008 |
| Gaya Kepemimpinan | -.411 | .095 | -.413 | 4.111 | .012 |
| Pengembangan Karir Karyawan | -.166 | .096 | -.239 | 3.688 | .024 |
| Promosi Jabatan | -.139 | .087 | -.185 | 3.590 | .026 |
| Budaya Organisasi | -.202 | .080 | -.253 | 3.827 | .019 |
| a. *Dependent Variable: Turnover* Karyawan | | | | | | |