1. **Hasil analisis SPSS**
2. **Validitas Dan Reliabilitas Skala Burnout**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .946 | 18 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| AITEM 1 | 55.80 | 87.497 | .831 | .939 |
| AITEM 2 | 55.57 | 93.020 | .650 | .943 |
| AITEM 3 | 56.00 | 89.077 | .770 | .941 |
| AITEM 4 | 55.85 | 93.926 | .558 | .945 |
| AITEM 5 | 55.75 | 87.679 | .810 | .940 |
| AITEM 6 | 55.77 | 94.025 | .633 | .943 |
| AITEM 7 | 55.97 | 88.025 | .772 | .941 |
| AITEM 8 | 55.70 | 93.344 | .671 | .943 |
| AITEM 9 | 55.97 | 90.743 | .707 | .942 |
| AITEM 10 | 55.65 | 91.823 | .671 | .943 |
| AITEM 11 | 55.80 | 94.677 | .631 | .944 |
| AITEM 12 | 55.72 | 90.204 | .729 | .942 |
| AITEM 13 | 55.75 | 95.218 | .568 | .945 |
| AITEM 14 | 55.87 | 90.574 | .741 | .941 |
| AITEM 15 | 55.87 | 95.087 | .543 | .945 |
| AITEM 16 | 55.77 | 90.384 | .697 | .942 |
| AITEM 17 | 55.80 | 94.267 | .582 | .944 |
| AITEM 18 | 56.05 | 91.433 | .668 | .943 |

1. **Validitas Dan Reliabilitas Skala Kepuasan Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .909 | 30 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| AITEM 1 | 89.60 | 175.682 | .211 | .910 |
| AITEM 2 | 91.13 | 178.779 | -.020 | .916 |
| AITEM 3 | 91.00 | 175.487 | .105 | .914 |
| AITEM 4 | 89.75 | 167.936 | .491 | .906 |
| AITEM 5 | 89.68 | 174.020 | .264 | .909 |
| AITEM 6 | 89.75 | 168.038 | .531 | .906 |
| AITEM 7 | 89.80 | 164.010 | .695 | .903 |
| AITEM 8 | 89.90 | 164.092 | .626 | .904 |
| AITEM 9 | 89.73 | 166.204 | .568 | .905 |
| AITEM 10 | 90.03 | 162.589 | .636 | .903 |
| AITEM 11 | 89.88 | 169.292 | .480 | .906 |
| AITEM 12 | 89.93 | 160.994 | .779 | .901 |
| AITEM 13 | 89.83 | 158.610 | .775 | .900 |
| AITEM 14 | 89.80 | 168.267 | .534 | .906 |
| AITEM 15 | 89.75 | 166.397 | .523 | .906 |
| AITEM 16 | 89.73 | 168.461 | .482 | .906 |
| AITEM 17 | 89.88 | 164.676 | .762 | .902 |
| AITEM 18 | 89.63 | 171.676 | .366 | .908 |
| AITEM 19 | 89.90 | 160.554 | .716 | .902 |
| AITEM 20 | 89.83 | 168.558 | .410 | .908 |
| AITEM 21 | 89.85 | 163.208 | .672 | .903 |
| AITEM 22 | 89.80 | 166.779 | .516 | .906 |
| AITEM 23 | 90.18 | 183.994 | -.211 | .919 |
| AITEM 24 | 89.70 | 170.728 | .483 | .906 |
| AITEM 25 | 89.73 | 163.846 | .612 | .904 |
| AITEM 26 | 89.93 | 166.840 | .552 | .905 |
| AITEM 27 | 89.60 | 170.195 | .442 | .907 |
| AITEM 28 | 90.10 | 167.169 | .575 | .905 |
| AITEM 29 | 89.65 | 168.849 | .452 | .907 |
| AITEM 30 | 90.00 | 167.128 | .599 | .905 |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .934 | 25 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| AITEM 4 | 76.33 | 161.353 | .456 | .933 |
| AITEM 6 | 76.33 | 160.276 | .555 | .932 |
| AITEM 7 | 76.38 | 157.061 | .681 | .930 |
| AITEM 8 | 76.48 | 155.999 | .666 | .930 |
| AITEM 9 | 76.30 | 158.215 | .603 | .931 |
| AITEM 10 | 76.60 | 154.246 | .686 | .930 |
| AITEM 11 | 76.45 | 161.997 | .478 | .933 |
| AITEM 12 | 76.50 | 153.897 | .776 | .928 |
| AITEM 13 | 76.40 | 151.836 | .761 | .928 |
| AITEM 14 | 76.38 | 160.035 | .583 | .931 |
| AITEM 15 | 76.33 | 158.994 | .529 | .932 |
| AITEM 16 | 76.30 | 161.754 | .451 | .933 |
| AITEM 17 | 76.45 | 157.433 | .763 | .929 |
| AITEM 18 | 76.20 | 164.062 | .379 | .934 |
| AITEM 19 | 76.48 | 153.640 | .706 | .929 |
| AITEM 20 | 76.40 | 161.272 | .408 | .934 |
| AITEM 21 | 76.43 | 155.687 | .687 | .930 |
| AITEM 22 | 76.38 | 158.907 | .544 | .932 |
| AITEM 24 | 76.28 | 163.128 | .498 | .933 |
| AITEM 25 | 76.30 | 157.036 | .593 | .931 |
| AITEM 26 | 76.50 | 159.897 | .535 | .932 |
| AITEM 27 | 76.18 | 162.558 | .457 | .933 |
| AITEM 28 | 76.68 | 159.046 | .619 | .931 |
| AITEM 29 | 76.23 | 160.692 | .492 | .933 |
| AITEM 30 | 76.58 | 159.892 | .597 | .931 |

1. **Validitas Dan Reliabilitas Skala Turnover**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .850 | 6 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| AITEM 1 | 16.45 | 8.613 | .724 | .808 |
| AITEM 2 | 16.25 | 9.423 | .544 | .841 |
| AITEM 3 | 16.38 | 9.061 | .581 | .835 |
| AITEM 1 | 16.53 | 9.589 | .504 | .848 |
| AITEM 5 | 16.55 | 7.485 | .758 | .800 |
| AITEM 6 | 16.35 | 8.695 | .711 | .811 |

1. **Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 348 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | .93446740 |
| Most Extreme Differences | Absolute | .043 |
| Positive | .026 |
| Negative | -.043 |
| Test Statistic | | .043 |
| Asymp. Sig. (2-tailed) | | .199c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

1. **Uji Linieritas**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Turnover Intention (Y) \* Burnout (X1) | Between Groups | (Combined) | 81.629 | 11 | 7.421 | 8.327 | .000 |
| Linearity | 74.627 | 1 | 74.627 | 83.739 | .000 |
| Deviation from Linearity | 7.002 | 10 | .700 | .786 | .643 |
| Within Groups | | 299.437 | 336 | .891 |  |  |
| Total | | 381.066 | 347 |  |  |  |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Turnover Intention (Y) \* Kepuasan Kerja (X2) | Between Groups | (Combined) | 22.613 | 13 | 1.739 | 1.621 | .078 |
| Linearity | 4.272 | 1 | 4.272 | 3.981 | .047 |
| Deviation from Linearity | 18.340 | 12 | 1.528 | 1.424 | .153 |
| Within Groups | | 358.454 | 334 | 1.073 |  |  |
| Total | | 381.066 | 347 |  |  |  |

1. **Uji Hipotesis**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 78.056 | 2 | 39.028 | 44.436 | .000b |
| Residual | 303.011 | 345 | .878 |  |  |
| Total | 381.066 | 347 |  |  |  |
| a. Dependent Variable: Turnover Intention (Y) | | | | | | |
| b. Predictors: (Constant), Kepuasan Kerja (X2), Burnout (X1) | | | | | | |

1. **R Square**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.019 | 2.640 |  | 1.144 | .254 |
| Burnout (X1) | .265 | .029 | .440 | 9.166 | .000 |
| Kepuasan Kerja (X2) | .048 | .024 | .095 | 1.976 | .049 |
| a. Dependent Variable: Turnover Intention (Y) | | | | | | |