

KUISIONER

Nama : No.Resp:.....
Umur :
Lama kerja :

Petunjuk pengisian!

Beri tanda silang (x) angka jawaban tiap pertanyaan sesuai dengan jawaban anda sebenarnya. Ineterval jawaban yang disediakan adalah sebagai berikut:

- 1 = sangat tidak setuju
- 2 = tidak setuju
- 3 = agak kurang setuju
- 4 = kurang setuju
- 5 = agak setuju
- 6 = setuju
- 7 = sangat setuju

Pertanyaan!

POLITIK PENILAIAN KINERJA

1. Saat ini penilaian kinerja yang dilakukan oleh perusahaan dibuat sedemikian untuk menghindari adanya adanya konsekuensi penilaian negative atas karyawan

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

2. Perusahaan telah melakukan penilaian tertinggi untuk memaksimalkan karyawan

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

3. Perusahaan telah membuat penilaian sedemikian rupa untuk menghindari adanya penilaian yang rendah untuk menulis laporan kinerja yang kecil

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

4. Penilaian kinerja yang dilakukan perusahaan memberikan persamaan penilaian untuk menghindari konfrontasi yang tidak menyenangkan

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

5. Penilaian kinerja yang dilakukan perusahaan memberikan penilaian untuk menghindari ketidaknyamanan secara keseluruhan.

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

6. Perusahaan telah membuat penilaian sedemikian rupa untuk menghindari adanya penilaian terendah yang mungkin dapat menimbulkan rasa kebencian di antara karyawan.

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

7. Perusahaan telah membuat penilaian sedemikian rupa untuk memberikan penilaian tertinggi untuk mendapatkan karyawan yang mendukung/mau bekerja sama.

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

8. Penilaian kinerja yang dilakukan perusahaan mencakup kepedulian terhadap norma

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

9. Penilaian kinerja yang dilakukan perusahaan mencakup didalamnya penilaian atas beberapa pelayanan khusus

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

10. Penilaian kinerja yang dilakukan oleh perusahaan memberikan dampak penilaian terhadap hubungan antar personal

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

11. Saat ini perusahaan telah memberikan penilaian pada terendah kepada karyawan yang menentang suatu ajaran

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

12. Saat ini perusahaan telah memberikan penilaian terendah kepada karyawan yang ingin meninggalkan perusahaan

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

13. Saat ini perusahaan telah memberikan penilaian tertinggi dibandingkan dengan kelayakan pembayaran lebih kepada karyawan terbaik.

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

Intention to leave

1. Banyaknya tekanan dari perusahaan memungkinkan adanya pemikiran untuk meninggalkan pekerjaan.

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

2. Karyawan telah mengevaluasi kerugian yang diakibatkan jika keluar dari pekerjaan.

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

3. Kondisi perusahaan memungkinkan untuk anda memiliki keinginan untuk keluar.

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

4. Karyawan ingin punya pengalaman lebih sehingga memiliki kemungkinan untuk pindah pekerjaan pada waktu yang akan datang.

1	2	3	4	5	6	7
Sts	Ts	Ats	Ks	As	S	Ss

Lampiran 2: Rekap jawaban responden

Resp.	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11
1	5	7	7	5	5	4	5	5	4	5	5
2	4	5	7	5	4	4	4	4	4	4	4
3	6	6	6	5	5	2	5	5	2	5	5
4	5	5	5	5	5	5	5	5	5	5	5
5	5	5	5	5	5	5	5	5	5	5	5
6	5	5	5	5	5	5	3	4	5	5	5
7	4	4	5	6	5	4	5	5	4	3	5
8	7	5	6	7	7	5	5	5	4	4	4
9	7	5	7	7	7	4	5	4	6	7	7
10	5	5	6	4	5	4	4	5	5	5	5
11	5	4	6	7	7	6	4	4	4	4	4
12	5	5	5	7	6	5	5	5	5	4	4
13	5	5	5	6	6	4	4	4	4	3	3
14	7	7	7	7	5	5	5	5	7	7	5
15	5	5	4	3	3	2	5	5	5	5	5
16	4	4	5	3	4	2	4	5	4	4	4
17	5	7	5	4	5	4	4	4	4	5	5
18	3	4	5	4	4	3	3	4	5	4	5
19	5	4	5	3	5	4	3	4	3	4	3
20	6	6	6	4	6	5	4	5	4	5	5
21	5	5	5	3	5	4	3	4	5	4	5
22	7	7	7	4	4	3	4	5	7	7	5
23	5	5	5	5	5	5	5	5	5	4	5
24	5	4	5	5	5	5	5	5	5	5	5
25	7	5	6	7	7	5	5	5	4	4	4
26	7	5	7	7	7	4	5	4	6	7	7
27	5	5	6	4	5	4	4	5	5	5	5
28	5	4	6	7	7	6	4	4	4	4	4
29	5	5	5	7	6	5	5	5	5	4	4

30	5	5	5	6	6	4	4	4	4	3	3
31	7	7	7	7	5	5	5	5	7	7	5
32	5	5	4	3	3	2	5	5	5	5	5
33	4	4	5	3	4	2	4	5	4	4	4
34	5	7	5	4	5	4	4	4	4	5	5
35	3	4	5	4	4	3	3	4	5	4	5

Resp.	X13	Y1	Y2	Y3	Y4	TOT X	TOT Y
1	5	4	7	7	5	67	23
2	3	4	7	7	4	56	22
3	5	5	7	6	6	62	24
4	5	4	6	5	5	64	20
5	5	5	7	6	5	64	23
6	5	4	7	7	5	62	23
7	5	7	7	4	4	60	22
8	7	7	5	7	7	71	26
9	7	5	7	7	7	78	26
10	5	5	7	7	5	63	24
11	6	4	7	7	5	67	23
12	5	6	7	7	5	66	25
13	5	4	6	7	7	59	24
14	7	7	7	5	5	81	24
15	7	6	6	6	6	61	24
16	5	7	2	7	5	53	21
17	5	6	7	6	5	62	24
18	5	7	7	6	5	54	25
19	4	7	7	6	4	51	24
20	5	7	6	5	5	66	23
21	5	7	7	6	5	58	25
22	5	5	5	7	5	70	22

51	5	5	5	5	5	5	5	5	5	5	5
52	5	5	5	5	5	5	5	5	5	5	5
53	4	5	5	4	4	5	4	4	5	4	4
54	5	5	5	5	5	5	5	5	5	5	5
55	5	5	5	5	5	5	5	5	5	5	5
56	5	4	5	5	5	4	5	5	4	5	5
57	5	5	5	5	5	5	5	5	5	5	5
58	7	5	6	7	7	5	5	5	4	4	4
59	7	5	7	7	7	4	5	4	6	7	7
60	5	5	6	4	5	4	4	5	5	5	5
61	5	4	6	7	7	6	4	4	4	4	4
62	5	5	5	7	6	5	5	5	5	4	4
63	5	5	5	6	6	4	4	4	4	3	3
64	7	7	7	7	5	5	5	5	7	7	5
65	5	5	4	3	3	2	5	5	5	5	5
66	4	4	5	3	4	2	4	5	4	4	4
67	5	7	5	4	5	4	4	4	4	5	5
68	3	4	5	4	4	3	3	4	5	4	5
69	5	4	5	3	5	4	3	4	3	4	3
70	6	6	6	4	6	5	4	5	4	5	5
71	5	5	5	3	5	4	3	4	5	4	5

Resp.	X13	Y1	Y2	Y3	Y4	TOT X	TOT Y
36	4	4	6	2	5	51	17
37	5	5	5	7	5	66	22
38	5	5	6	6	5	58	22
39	5	5	6	5	5	70	21
40	5	5	6	5	5	64	21
41	4	6	6	7	5	65	24

42	4	4	4	7	5	65	20
43	5	7	6	7	6	74	26
44	5	5	6	2	7	55	20
45	5	4	6	6	7	61	23
46	4	5	6	6	4	64	21
47	5	5	6	6	7	64	24
48	5	5	5	6	7	57	23
49	5	5	4	7	5	65	21
50	4	5	6	7	4	64	22
51	5	5	6	7	5	65	23
52	5	4	7	2	5	65	18
53	5	5	7	7	5	57	24
54	4	5	6	6	5	64	22
55	5	5	5	5	5	65	20
56	5	5	6	5	7	62	23
57	4	5	6	7	7	64	25
58	7	7	6	7	5	71	25
59	7	5	6	7	7	78	25
60	5	5	6	2	6	63	19
61	6	4	6	5	4	67	19
62	5	6	5	4	4	66	19
63	5	4	6	6	2	59	18
64	7	6	6	6	5	81	23
65	7	6	5	4	5	61	20
66	5	5	6	6	5	53	22
67	5	4	6	6	4	62	20
68	5	4	5	7	5	54	21
69	4	4	5	7	4	51	20
70	5	5	4	6	4	66	19
71	5	5	6	5	6	58	22

[illegible]

Resp.	X13	Y1	Y2	Y3	Y4	TOT X	TOT Y
72	5	5	6	6	5	70	22
73	5	5	6	6	7	64	24
74	4	6	6	7	7	65	26
75	4	4	6	6	6	65	22
76	5	7	6	6	7	74	26
77	5	5	5	3	7	55	20
78	5	5	6	6	6	65	23
79	5	5	6	6	6	65	23
80	7	7	6	6	7	71	26
81	7	5	6	5	7	78	23
82	5	5	4	4	6	63	19
83	6	4	6	6	7	67	23
84	5	6	6	6	6	66	24
85	5	4	6	6	7	59	23
86	7	6	6	6	7	81	25
87	7	6	6	6	6	61	24
88	5	5	6	6	7	53	24
89	5	4	7	5	7	62	23
90	5	4	5	4	7	54	20
91	4	4	6	6	7	51	23
92	5	5	6	6	6	66	23
93	5	5	5	3	7	58	20
94	5	5	6	6	5	70	22
95	5	5	6	6	7	64	24
96	4	6	6	6	6	65	24
97	4	4	6	5	7	65	22
98	5	7	4	4	6	74	21
99	5	5	6	6	6	55	23
100	5	5	6	6	5	65	22

Lampiran 3: Distribusi frekuensi tanggapan responden tentang variabel X dan Y

Politik penilaian kinerja_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	4	4,0	4,0	4,0
	4,00	11	11,0	11,0	15,0
	5,00	61	61,0	61,0	76,0
	6,00	5	5,0	5,0	81,0
	7,00	19	19,0	19,0	100,0
	Total	100	100,0	100,0	

Politik penilaian kinerja_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4,00	29	29,0	29,0	29,0
	5,00	50	50,0	50,0	79,0
	6,00	5	5,0	5,0	84,0
	7,00	16	16,0	16,0	100,0
	Total	100	100,0	100,0	

Politik penilaian kinerja_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4,00	7	7,0	7,0	7,0
	5,00	59	59,0	59,0	66,0
	6,00	17	17,0	17,0	83,0
	7,00	17	17,0	17,0	100,0
	Total	100	100,0	100,0	

Politik penilaian kinerja_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	16	16,0	16,0	16,0
	4,00	25	25,0	25,0	41,0
	5,00	31	31,0	31,0	72,0
	6,00	5	5,0	5,0	77,0
	7,00	23	23,0	23,0	100,0
	Total	100	100,0	100,0	

Politik penilaian kinerja_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	4	4,0	4,0	4,0
	4,00	21	21,0	21,0	25,0
	5,00	51	51,0	51,0	76,0
	6,00	12	12,0	12,0	88,0
	7,00	12	12,0	12,0	100,0
	Total	100	100,0	100,0	

Politik penilaian kinerja_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	9	9,0	9,0	9,0
	3,00	8	8,0	8,0	17,0
	4,00	35	35,0	35,0	52,0
	5,00	44	44,0	44,0	96,0
	6,00	4	4,0	4,0	100,0
	Total	100	100,0	100,0	

Politik penilaian kinerja_7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	16	16,0	16,0	16,0
	4,00	34	34,0	34,0	50,0
	5,00	50	50,0	50,0	100,0
	Total	100	100,0	100,0	

Politik penilaian kinerja_8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4,00	32	32,0	32,0	32,0
	5,00	65	65,0	65,0	97,0
	6,00	3	3,0	3,0	100,0
	Total	100	100,0	100,0	

Politik penilaian kinerja_9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	1,0	1,0	1,0
	3,00	7	7,0	7,0	8,0
	4,00	29	29,0	29,0	37,0
	5,00	48	48,0	48,0	85,0
	6,00	4	4,0	4,0	89,0
	7,00	11	11,0	11,0	100,0
Total		100	100,0	100,0	

Politik penilaian kinerja_10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	8	8,0	8,0	8,0
	4,00	35	35,0	35,0	43,0
	5,00	42	42,0	42,0	85,0
	7,00	15	15,0	15,0	100,0
Total		100	100,0	100,0	

Politik penilaian kinerja_11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	8	8,0	8,0	8,0
	4,00	24	24,0	24,0	32,0
	5,00	61	61,0	61,0	93,0
	7,00	7	7,0	7,0	100,0
Total		100	100,0	100,0	

Politik penilaian kinerja_12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4,00	9	9,0	9,0	9,0
	5,00	72	72,0	72,0	81,0
	6,00	4	4,0	4,0	85,0
	7,00	15	15,0	15,0	100,0
Total		100	100,0	100,0	

Politik penilaian kinerja_13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	1	1,0	1,0	1,0
	4,00	15	15,0	15,0	16,0
	5,00	64	64,0	64,0	80,0
	6,00	4	4,0	4,0	84,0
	7,00	16	16,0	16,0	100,0
Total		100	100,0	100,0	

intention to leave_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	2	2,0	2,0	2,0
	2,00	2	2,0	2,0	4,0
	3,00	4	4,0	4,0	8,0
	4,00	25	25,0	25,0	33,0
	5,00	42	42,0	42,0	75,0
	6,00	12	12,0	12,0	87,0
	7,00	13	13,0	13,0	100,0
	Total	100	100,0	100,0	

intention to leave_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	1,0	1,0	1,0
	2,00	5	5,0	5,0	6,0
	3,00	3	3,0	3,0	9,0
	4,00	5	5,0	5,0	14,0
	5,00	13	13,0	13,0	27,0
	6,00	53	53,0	53,0	80,0
	7,00	20	20,0	20,0	100,0
	Total	100	100,0	100,0	

intention to leave_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	2	2,0	2,0	2,0
	2,00	9	9,0	9,0	11,0
	3,00	4	4,0	4,0	15,0
	4,00	7	7,0	7,0	22,0
	5,00	12	12,0	12,0	34,0
	6,00	38	38,0	38,0	72,0
	7,00	28	28,0	28,0	100,0
	Total	100	100,0	100,0	

intention to leave_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	1,0	1,0	1,0
	4,00	11	11,0	11,0	12,0
	5,00	40	40,0	40,0	52,0
	6,00	19	19,0	19,0	71,0
	7,00	29	29,0	29,0	100,0
	Total	100	100,0	100,0	

Descriptive Statistics

	N	Sum	Mean	
	Statistic	Statistic	Statistic	Std. Error
x (politik penilaian kinerja)	100	6385,00	63,8500	,7086
y (intention to leave)	100	2161,00	21,6100	,3539
Valid N (listwise)	100			

Descriptive Statistics

	N	Minimum	Maximum	Sum	Mean	Std. Deviation
X1	100	3,00	7,00	524,00	5,2400	1,01623
X2	100	4,00	7,00	508,00	5,0800	,99168
X3	100	4,00	7,00	544,00	5,4400	,85658
X4	100	3,00	7,00	494,00	4,9400	1,36936
X5	100	3,00	7,00	507,00	5,0700	,98734
X6	100	2,00	6,00	426,00	4,2600	,99107
X7	100	3,00	5,00	434,00	4,3400	,74155
X8	100	4,00	6,00	471,00	4,7100	,51825
X9	100	2,00	7,00	480,00	4,8000	1,05409
X10	100	3,00	7,00	479,00	4,7900	1,11278
X11	100	3,00	7,00	474,00	4,7400	,88329
X12	100	4,00	7,00	525,00	5,2500	,82112
X13	100	3,00	7,00	519,00	5,1900	,91778
Valid N (listwise)	100					

Descriptive Statistics

	N	Minimum	Maximum	Sum	Mean	Std. Deviation
Y1	100	1,00	7,00	491,00	4,9100	1,24799
Y2	100	1,00	7,00	563,00	5,6300	1,31545
Y3	100	1,00	7,00	544,00	5,4400	1,64114
Y4	100	2,00	7,00	563,00	5,6300	1,07923
Valid N (listwise)	100					

Lampiran 4: Hasil Uji Validitas variabel X dan Y

Correlations

		Y1	Y2	Y3	Y4	Y
Y1	Pearson Correlation	1	,484**	,434**	-,025	,726**
	Sig. (2-tailed)	,	,000	,000	,805	,000
	N	100	100	100	100	100
Y2	Pearson Correlation	,484**	1	,511**	-,019	,774**
	Sig. (2-tailed)	,000	,	,000	,850	,000
	N	100	100	100	100	100
Y3	Pearson Correlation	,434**	,511**	1	-,021	,800**
	Sig. (2-tailed)	,000	,000	,	,834	,000
	N	100	100	100	100	100
Y4	Pearson Correlation	-,025	-,019	-,021	1	,279**
	Sig. (2-tailed)	,805	,850	,834	,	,005
	N	100	100	100	100	100
Y	Pearson Correlation	,726**	,774**	,800**	,279**	1
	Sig. (2-tailed)	,000	,000	,000	,005	,
	N	100	100	100	100	100

** . Correlation is significant at the 0.01 level (2-tailed).



Correlations

		X1	X2	X3	X4	X5	X6
X1	Pearson Correlation	1	,452**	,736**	,308**	,386**	,178
	Sig. (2-tailed)		,000	,000	,002	,000	,076
	N	100	100	100	100	100	100
X2	Pearson Correlation	,452**	1	,362**	,033	,015	,061
	Sig. (2-tailed)	,000		,000	,742	,883	,548
	N	100	100	100	100	100	100
X3	Pearson Correlation	,736**	,362**	1	,264**	,333**	,126
	Sig. (2-tailed)	,000	,000		,008	,001	,213
	N	100	100	100	100	100	100
X4	Pearson Correlation	,308**	,033	,264**	1	,653**	,562**
	Sig. (2-tailed)	,002	,742	,008		,000	,000
	N	100	100	100	100	100	100
X5	Pearson Correlation	,386**	,015	,333**	,653**	1	,621**
	Sig. (2-tailed)	,000	,883	,001	,000		,000
	N	100	100	100	100	100	100
X6	Pearson Correlation	,178	,061	,126	,562**	,621**	1
	Sig. (2-tailed)	,076	,548	,213	,000	,000	
	N	100	100	100	100	100	100
X7	Pearson Correlation	,360**	,251*	,112	,408**	,229*	,291**
	Sig. (2-tailed)	,000	,012	,267	,000	,022	,003
	N	100	100	100	100	100	100

Correlations

		X1	X2	X3	X4	X5	X6
X8	Pearson Correlation	,191	,242*	-,028	,061	-,217*	,070
	Sig. (2-tailed)	,057	,015	,781	,549	,030	,491
	N	100	100	100	100	100	100
X9	Pearson Correlation	,394**	,518**	,400**	,097	-,113	,089
	Sig. (2-tailed)	,000	,000	,000	,339	,265	,379
	N	100	100	100	100	100	100
X10	Pearson Correlation	,608**	,638**	,564**	,045	-,014	,013
	Sig. (2-tailed)	,000	,000	,000	,659	,890	,895
	N	100	100	100	100	100	100
X11	Pearson Correlation	,273**	,393**	,273**	,020	-,002	,020
	Sig. (2-tailed)	,006	,000	,006	,841	,984	,841
	N	100	100	100	100	100	100
X12	Pearson Correlation	,303**	,000	,158	,121	-,159	-,031
	Sig. (2-tailed)	,002	1,000	,116	,229	,114	,759
	N	100	100	100	100	100	100
X13	Pearson Correlation	,427**	,238*	,227*	,419**	,308**	-,055
	Sig. (2-tailed)	,000	,017	,023	,000	,002	,588
	N	100	100	100	100	100	100
X	Pearson Correlation	,764**	,567**	,632**	,583**	,461**	,427**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	100	100	100	100	100	100

Correlations

		X7	X8	X9	X10	X11	X12
X1	Pearson Correlation	,360**	,191	,394**	,608**	,273**	,303**
	Sig. (2-tailed)	,000	,057	,000	,000	,006	,002
	N	100	100	100	100	100	100
X2	Pearson Correlation	,251*	,242*	,518**	,638**	,393**	,000
	Sig. (2-tailed)	,012	,015	,000	,000	,000	1,000
	N	100	100	100	100	100	100
X3	Pearson Correlation	,112	-,028	,400**	,564**	,273**	,158
	Sig. (2-tailed)	,267	,781	,000	,000	,006	,116
	N	100	100	100	100	100	100
X4	Pearson Correlation	,408**	,061	,097	,045	,020	,121
	Sig. (2-tailed)	,000	,549	,339	,659	,841	,229
	N	100	100	100	100	100	100
X5	Pearson Correlation	,229*	-,217*	-,113	-,014	-,002	-,159
	Sig. (2-tailed)	,022	,030	,265	,890	,984	,114
	N	100	100	100	100	100	100
X6	Pearson Correlation	,291**	,070	,089	,013	,020	-,031
	Sig. (2-tailed)	,003	,491	,379	,895	,841	,759
	N	100	100	100	100	100	100
X7	Pearson Correlation	1	,575**	,359**	,406**	,368**	,290**
	Sig. (2-tailed)	,	,000	,000	,000	,000	,003
	N	100	100	100	100	100	100

Correlations

		X7	X8	X9	X10	X11	X12
X8	Pearson Correlation	,575**	1	,318**	,331**	,297**	,243*
	Sig. (2-tailed)	,000		,001	,001	,003	,015
	N	100	100	100	100	100	100
X9	Pearson Correlation	,359**	,318**	1	,782**	,638**	,303**
	Sig. (2-tailed)	,000	,001		,000	,000	,002
	N	100	100	100	100	100	100
X10	Pearson Correlation	,406**	,331**	,782**	1	,735**	,268**
	Sig. (2-tailed)	,000	,001	,000		,000	,007
	N	100	100	100	100	100	100
X11	Pearson Correlation	,368**	,297**	,638**	,735**	1	,188
	Sig. (2-tailed)	,000	,003	,000	,000		,061
	N	100	100	100	100	100	100
X12	Pearson Correlation	,290**	,243*	,303**	,268**	,188	1
	Sig. (2-tailed)	,003	,015	,002	,007	,061	
	N	100	100	100	100	100	100
X13	Pearson Correlation	,320**	-,010	,269**	,297**	,236*	,312**
	Sig. (2-tailed)	,001	,918	,007	,003	,018	,002
	N	100	100	100	100	100	100
X	Pearson Correlation	,636**	,346**	,675**	,754**	,581**	,375**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	100	100	100	100	100	100

Correlations

		X13	X
X1	Pearson Correlation	,427**	,764**
	Sig. (2-tailed)	,000	,000
	N	100	100
X2	Pearson Correlation	,238*	,567**
	Sig. (2-tailed)	,017	,000
	N	100	100
X3	Pearson Correlation	,227*	,632**
	Sig. (2-tailed)	,023	,000
	N	100	100
X4	Pearson Correlation	,419**	,583**
	Sig. (2-tailed)	,000	,000
	N	100	100
X5	Pearson Correlation	,308**	,461**
	Sig. (2-tailed)	,002	,000
	N	100	100
X6	Pearson Correlation	-,055	,427**
	Sig. (2-tailed)	,588	,000
	N	100	100
X7	Pearson Correlation	,320**	,636**
	Sig. (2-tailed)	,001	,000
	N	100	100

Lampiran 5: Hasil Uji Reliability Variabel X dan Y

***** Method 1 (space saver) will be used for this analysis *****

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	X1	5,2400	1,0162	100,0
2.	X2	5,0800	,9917	100,0
3.	X3	5,4400	,8566	100,0
4.	X4	4,9400	1,3694	100,0
5.	X5	5,0700	,9873	100,0
6.	X6	4,2600	,9911	100,0
7.	X7	4,3400	,7416	100,0
8.	X8	4,7100	,5183	100,0
9.	X9	4,8000	1,0541	100,0
10.	X10	4,7900	1,1128	100,0
11.	X11	4,7400	,8833	100,0
12.	X12	5,2500	,8211	100,0
13.	X13	5,1900	,9178	100,0

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected item-Total Correlation	Alpha if Item Deleted
X1	58,6100	40,2403	,6931	,7923
X2	58,7700	43,2294	,4599	,8117
X3	58,4100	43,2746	,5502	,8057
X4	58,9100	40,7696	,4326	,8187
X5	58,7800	44,7390	,3404	,8209
X6	59,5900	45,1938	,3027	,8238
X7	59,5100	44,0706	,5677	,8063
X8	59,1400	47,9398	,2789	,8229
X9	59,0500	41,2399	,5805	,8016
X10	59,0600	39,5519	,6730	,7928
X11	59,1100	43,7151	,4892	,8098
X12	58,6000	46,5253	,2687	,8242
X13	58,6600	43,8630	,4528	,8122

Reliability Coefficients

N of Cases = 100,0

N of Items = 13

Alpha = ,8234

***** Method 1 (space saver) will be used for this analysis *****

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	Y1	4,9100	1,2480	100,0
2.	Y2	5,6300	1,3154	100,0
3.	Y3	5,4400	1,6411	100,0
4.	Y4	5,6300	1,0792	100,0

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected item- Total Correlation	Alpha if Item Deleted
Y1	16,7000	7,6667	,5774	,5066
Y2	15,9800	7,0501	,5958	,5478
Y3	16,1700	5,9203	,5895	,5719
Y4	15,9800	11,5552	,5768	,7236

Reliability Coefficients

N of Cases = 100,0

N of Items = 4

Alpha = ,5725

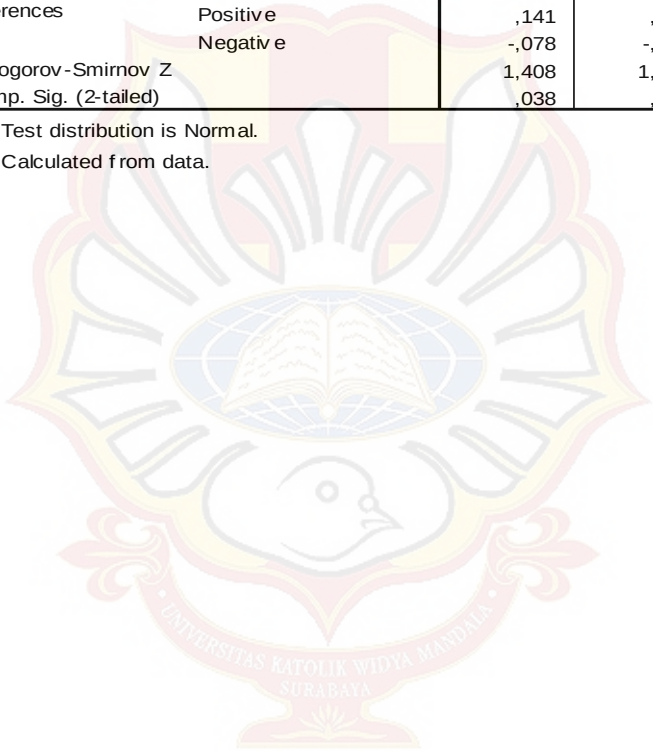
Lampiran 6: Hasil Uji normalitas (NPar Tests)

One-Sample Kolmogorov-Smirnov Test

		x (politik penilaian kinerja)	y (intention to leave)
N		100	100
Normal Parameters ^{a,b}	Mean	63,8500	21,6100
	Std. Deviation	7,08587	3,53880
Most Extreme Differences	Absolute	,141	,194
	Positive	,141	,107
	Negative	-,078	-,194
Kolmogorov-Smirnov Z		1,408	1,939
Asymp. Sig. (2-tailed)		,038	,001

a. Test distribution is Normal.

b. Calculated from data.



Lampiran 7: Hasil Persamaan regresi

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	x (politik penilaian kinerja)	,	Enter

- a. All requested variables entered.
b. Dependent Variable: y (intention to leave)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,152 ^a	,023	,013	3,51531

- a. Predictors: (Constant), x (politik penilaian kinerja)

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	28,768	1	28,768	2,328	,130 ^a
	Residual	1211,022	98	12,357		
	Total	1239,790	99			

- a. Predictors: (Constant), x (politik penilaian kinerja)
b. Dependent Variable: y (intention to leave)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,753	3,203		5,230	,000
	x (politik penilaian kinerja)	7,608E-02	,050	,152	1,526	,130

- a. Dependent Variable: y (intention to leave)

DOKUMENTASI PROSES PRODUKSI

