

Lampiran 1

KUESIONER PENELITIAN

Dengan Hormat,

Saya yang bertandatangan di bawah ini mahasiswa Universitas Muhammadiyah Ponorogo :

Nama : Yuliya Pratiwi

NIM : 18414753

Berkenaan dengan adanya penelitian dalam rangka mencari data untuk menyusun skripsi dengan judul “Pengaruh Work Life Balance, Stres Kerja dan Beban Kerja Terhadap Turnover Intention Pada Karyawan Supermarket Luwes Ponorogo”

Saya memohon kesediaan saudara/i meluangkan waktu sejenak untuk mengisi kuesioner yang diberikan. Saya berharap saudara/i dapat memberikan jawaban sesuai kondisi atau keadaan yang sebenarnya. Informasi dan jawaban yang saudara berikan merupakan bantuan yang sangat berarti dalam melengkapi penelitian saya. Saya sangat menghargai atas segala waktu dan partisipasi saudara sekalian dalam mengisi kuesioner ini dan saya ucapkan terimakasih atas kerjasamanya.

Hormat saya,

Yuliya Pratiwi

Identitas Responden

Nama :

Jenis Kelamin : Laki-Laki Perempuan

Usia : <20 Tahun >30Tahun

20-30 Tahun

Pendidikan Terakhir :

Lama Bekerja : <1 Tahun 3-5 Tahun

1-3 Tahun >5 Tahun



Petunjuk Pengisian

1. Jawablah pertanyaan ini dengan jujur dan benar
2. Bacalah terlebih dahulu pertanyaan dengan cermat sebelum anda memulai untuk menjawabnya
3. Pilihlah salah satu jawaban yang tersedia dengan memberi tanda checklist (√) pada salah satu jawaban yang anda anggap paling benar.

Sangat Setuju (SS) : 5

Setuju (S) : 4

Netral (N) : 3

Tidak Setuju (TS) : 2

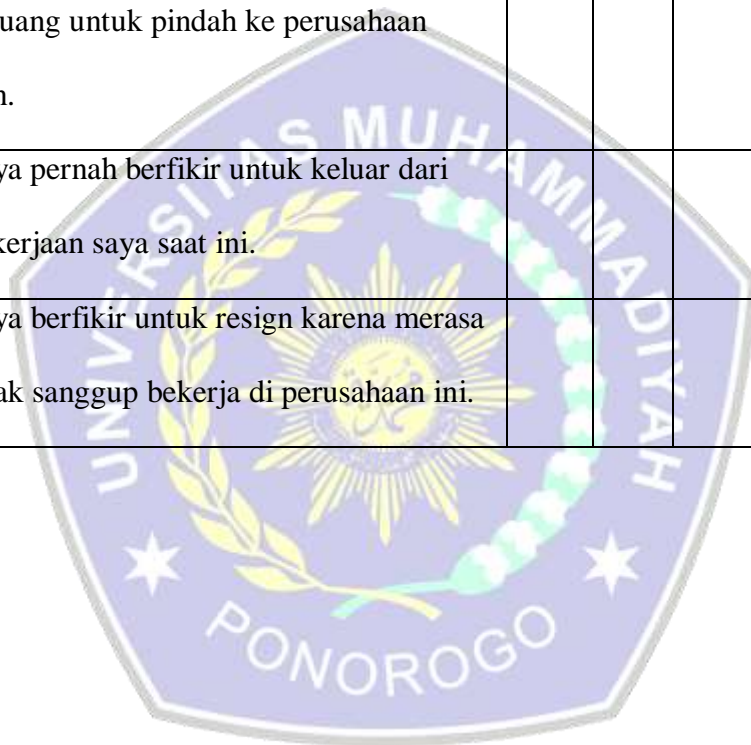
Sangat Tidak Setuju (STS) : 1

Daftar Pertanyaan

NO	PERTANYAAN	SS	S	N	TS	STS
Work Life Balance (X1)						
1	Saya tidak mampu menyeimbangkan waktu bagi pekerjaan maupun kehidupan pribadi					
2	Waktu untuk bekerja membatasi saya menjalankan kehidupan pribadi.					
3	Aktivitas dalam kehidupan pribadi menghambat saya melakukan pekerjaan dengan baik.					
4	Kepentingan pribadi menyebabkan pekerjaan saya tertunda.					
5	Aktivitas dalam kehidupan pribadi tidak mendukung saya dalam menjalankan pekerjaan.					
6	Kurang senang dengan kehidupan pribadi dan pekerjaan yang sekarang dijalani.					
Stres Kerja (X2)						
1	Saya merasa pekerjaan yang diberikan kepada saya terasa berlebihan.					
2	Saya merasa pimpinan bersikap tidak adil.					

3	Saya merasa waktu yang diberikan untuk menyelesaikan pekerjaan terasa berlebihan.					
4	Saya memiliki konflik dengan atasan atau rekan kerja saya.					
5	Saya merasa komunikasi saya dengan atasan atau rekan kerja saya kurang baik.					
6	Saya merasa tanggung jawab yang diberikan kepada saya terasa berat.					
Beban Kerja (X3)						
1	Pekerjaan yang diberikan atasan tidak dapat saya pahami dengan baik.					
2	Pekerjaan yang diberikan atasan kurang sesuai dengan kemampuan saya.					
3	Saya merasa penggunaan waktu kerja yang diberikan terasa berlebihan.					
4	Penggunaan waktu kerja tidak sesuai dengan SOP.					
5	Saya sering diberikan tugas yang harus diselesaikan dalam jangka waktu yang singkat .					
6	Saya tidak mampu mencapai target pekerjaan yang diberikan perusahaan.					
Turnover Intention (Y)						

1	Saya berkeinginan akan keluar dari pekerjaan ini.					
2	Saya berniat akan meninggalkan perusahaan ini dalam waktu dekat.					
3	Saya mencari informasi tentang lowongan pekerjaan di perusahaan lain.					
4	Saya siap mempertimbangkan jika ada peluang untuk pindah ke perusahaan lain.					
5	Saya pernah berfikir untuk keluar dari pekerjaan saya saat ini.					
6	Saya berfikir untuk resign karena merasa tidak sanggup bekerja di perusahaan ini.					



Lampiran 2

Frekuensi Karakteristik Responden

1. Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid LAKI-LAKI	3	10.0	10.0	10.0
PEREMPUAN	27	90.0	90.0	100.0
Total	30	100.0	100.0	

2. Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid <20 TAHUN	4	13.3	13.3	13.3
20-30 TAHUN	23	76.7	76.7	90.0
>30 TAHUN	3	10.0	10.0	100.0
Total	30	100.0	100.0	

3. Pendidikan Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA/SMK	27	90.0	90.0	90.0
SARJANA	3	10.0	10.0	100.0
Total	30	100.0	100.0	

4. Lama Bekerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid <1 TAHUN	2	6.7	6.7	6.7
1-3 TAHUN	10	33.3	33.3	40.0
3-5 TAHUN	6	20.0	20.0	60.0
>5 TAHUN	12	40.0	40.0	100.0
Total	30	100.0	100.0	

Lampiran 3

Data Jawaban Responden

VARIABEL WORK LIFE BALANCE						X 1	VARIABEL STRES KERJA						X 2	VARIABEL BEBAN KERJA						X 3	VARIABEL TURNOVER INTENTION						Y
X1 .1	X1 .2	X1 .3	X1 .4	X1 .5	X1 .6		X2 .1	X2 .2	X2 .3	X2 .4	X2 .5	X2 .6		X3 .1	X3 .2	X3 .3	X3 .4	X3 .5	X3 .6		Y1	Y2	Y3	Y4	Y5	Y6	
4	5	5	4	5	5	28	4	4	4	5	4	5	26	4	4	4	4	4	5	25	4	5	4	4	5	4	22
5	5	5	5	5	5	30	3	3	3	3	3	3	18	3	3	3	2	2	2	15	2	3	3	2	3	2	13
5	4	5	4	5	5	28	4	3	3	4	3	3	20	3	3	3	3	3	3	18	3	3	3	3	3	4	15
4	3	4	5	4	4	24	5	5	5	5	5	5	30	5	4	5	5	4	4	27	5	4	4	5	4	5	22
5	5	5	5	5	5	30	5	4	5	5	5	5	29	5	5	4	3	4	4	25	5	5	5	5	5	4	25
4	3	3	3	3	3	19	4	4	4	4	4	4	24	4	5	5	4	5	5	28	3	3	3	3	3	3	15
4	4	3	4	3	3	21	4	5	5	4	5	5	28	3	3	3	3	3	3	18	4	3	3	4	3	3	17
4	3	4	4	4	4	23	4	5	4	3	4	4	24	4	4	4	5	5	5	27	5	5	4	5	5	5	24
5	5	5	5	5	5	30	3	2	3	3	3	3	17	3	3	3	2	3	3	17	3	3	3	3	3	2	15
3	4	4	4	4	4	23	2	2	3	3	3	3	16	2	2	3	2	2	2	13	2	2	1	2	2	2	9
4	4	4	5	5	5	27	2	2	3	3	3	3	16	2	2	3	2	2	2	13	1	2	2	1	2	3	8
5	5	5	5	5	5	30	4	4	2	2	2	2	16	3	4	4	5	4	4	24	4	4	4	4	4	3	20
5	3	5	3	5	5	28	3	4	5	3	5	5	25	3	3	3	3	3	3	18	3	3	3	3	3	3	15
5	5	3	5	3	3	22	5	5	5	5	5	5	30	4	3	5	4	4	4	24	4	4	4	4	4	4	20
5	4	4	4	4	4	25	3	3	3	4	3	3	19	4	4	4	4	4	4	24	4	4	3	3	4	5	18
5	5	5	5	5	5	30	4	5	5	4	5	5	28	3	3	3	3	3	3	18	4	4	5	4	4	5	21
4	4	3	2	4	4	21	5	5	5	5	5	5	30	4	3	4	4	4	4	23	5	2	3	5	2	5	17
4	4	5	4	4	4	25	5	4	5	4	5	5	28	3	3	3	3	3	3	18	3	3	4	3	3	3	16

5	5	5	5	5	5	30	4	3	4	5	4	4	24	4	3	5	4	4	4	24	5	4	5	5	4	5	23
4	5	4	4	5	5	27	5	5	5	5	5	5	30	3	4	4	3	4	4	22	5	3	3	5	3	3	19
4	4	4	4	4	4	24	4	3	3	3	3	3	19	4	4	4	3	5	5	25	3	4	4	3	4	4	18
4	3	3	2	3	3	18	4	4	3	4	3	3	21	4	4	4	4	4	4	24	4	4	4	4	4	5	20
3	3	5	3	5	4	23	4	3	4	4	4	4	23	3	4	4	3	5	5	24	4	4	3	4	4	3	19
5	5	5	5	4	4	28	5	5	5	5	5	5	30	3	5	4	5	3	3	23	4	4	4	4	4	4	20
4	4	4	4	4	4	24	3	4	4	4	4	4	23	3	4	3	5	5	5	25	2	4	4	2	4	5	16
5	5	5	5	5	5	30	4	4	4	5	5	5	27	3	3	3	3	3	3	18	5	5	5	4	4	5	23
3	3	3	3	3	3	18	5	5	5	5	5	5	30	5	3	4	4	3	3	22	4	3	3	4	3	2	17
4	4	4	4	4	4	24	5	3	5	5	5	5	28	3	5	3	3	4	4	22	3	4	3	3	4	4	17
2	2	3	2	5	5	19	5	5	3	3	3	3	22	4	4	4	4	4	4	24	4	5	5	4	5	5	23
5	5	5	5	5	5	30	5	4	4	4	4	4	25	4	4	4	4	5	5	26	4	4	4	4	4	4	20



Lampiran 4

Output Tanggapan Responden

1. Variabel Work Life Balance (X1)

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.7	3.3	3.3
	3	3	5.0	10.0	13.3
	4	13	21.7	43.3	56.7
	5	13	21.7	43.3	100.0
	Total	30	50.0	100.0	
Missing	System	30	50.0		
Total		60	100.0		

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.7	3.3	3.3
	3	7	11.7	23.3	26.7
	4	10	16.7	33.3	60.0
	5	12	20.0	40.0	100.0
	Total	30	50.0	100.0	
Missing	System	30	50.0		
Total		60	100.0		

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	11.7	23.3	23.3
	4	9	15.0	30.0	53.3
	5	14	23.3	46.7	100.0
	Total	30	50.0	100.0	
Missing	System	30	50.0		
Total		60	100.0		

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.0	10.0	10.0
	3	4	6.7	13.3	23.3
	4	11	18.3	36.7	60.0
	5	12	20.0	40.0	100.0
	Total	30	50.0	100.0	
Missing	System	30	50.0		
Total		60	100.0		

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	8.3	16.7	16.7
	4	10	16.7	33.3	50.0
	5	15	25.0	50.0	100.0
	Total	30	50.0	100.0	
Missing	System	30	50.0		
Total		60	100.0		

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	8.3	16.7	16.7
	4	11	18.3	36.7	53.3
	5	14	23.3	46.7	100.0
	Total	30	50.0	100.0	
Missing	System	30	50.0		
Total		60	100.0		

2. Variabel Stres Kerja (X2)

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.0	6.7	6.7
	3	5	12.5	16.7	23.3
	4	12	30.0	40.0	63.3
	5	11	27.5	36.7	100.0
	Total	30	75.0	100.0	
Missing	System	10	25.0		
Total		40	100.0		

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	7.5	10.0	10.0
	3	7	17.5	23.3	33.3
	4	10	25.0	33.3	66.7
	5	10	25.0	33.3	100.0
	Total	30	75.0	100.0	
Missing	System	10	25.0		
Total		40	100.0		

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	3.3	3.3
	3	9	22.5	30.0	33.3
	4	8	20.0	26.7	60.0
	5	12	30.0	40.0	100.0
	Total	30	75.0	100.0	
Missing	System	10	25.0		
Total		40	100.0		

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	3.3	3.3
	3	8	20.0	26.7	30.0
	4	10	25.0	33.3	63.3
	5	11	27.5	36.7	100.0
	Total	30	75.0	100.0	
Missing	System	10	25.0		
Total		40	100.0		

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	3.3	3.3
	3	9	22.5	30.0	33.3
	4	7	17.5	23.3	56.7
	5	13	32.5	43.3	100.0
	Total	30	75.0	100.0	
Missing	System	10	25.0		
Total		40	100.0		

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	3.3	3.3
	3	9	22.5	30.0	33.3
	4	6	15.0	20.0	53.3
	5	14	35.0	46.7	100.0
	Total	30	75.0	100.0	
Missing	System	10	25.0		
Total		40	100.0		

3. Variabel Beban Kerja (X3)

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.3	6.7	6.7
	3	14	23.3	46.7	53.3
	4	11	18.3	36.7	90.0
	5	3	5.0	10.0	100.0
	Total	30	50.0	100.0	
Missing	System	30	50.0		
Total		60	100.0		

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.3	6.7	6.7
	3	12	20.0	40.0	46.7
	4	12	20.0	40.0	86.7
	5	4	6.7	13.3	100.0
	Total	30	50.0	100.0	
Missing	System	30	50.0		
Total		60	100.0		

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	20.0	40.0	40.0
	4	14	23.3	46.7	86.7
	5	4	6.7	13.3	100.0
	Total	30	50.0	100.0	
Missing	System	30	50.0		
Total		60	100.0		

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	6.7	13.3	13.3
	3	11	18.3	36.7	50.0
	4	10	16.7	33.3	83.3
	5	5	8.3	16.7	100.0
	Total	30	50.0	100.0	
Missing	System	30	50.0		
Total		60	100.0		

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.0	10.0	10.0
	3	9	15.0	30.0	40.0
	4	12	20.0	40.0	80.0
	5	6	10.0	20.0	100.0
	Total	30	50.0	100.0	
Missing	System	30	50.0		
Total		60	100.0		

X3.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.0	10.0	10.0
	3	9	15.0	30.0	40.0
	4	11	18.3	36.7	76.7
	5	7	11.7	23.3	100.0
	Total	30	50.0	100.0	
Missing	System	30	50.0		
Total		60	100.0		

4. Variabel Turnover Intention (Y)

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.5	3.3	3.3
	2	3	7.5	10.0	13.3
	3	7	17.5	23.3	36.7
	4	12	30.0	40.0	76.7
	5	7	17.5	23.3	100.0
	Total	30	75.0	100.0	
Missing	System	10	25.0		
Total		40	100.0		

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	7.5	10.0	10.0
	3	9	22.5	30.0	40.0
	4	13	32.5	43.3	83.3
	5	5	12.5	16.7	100.0
	Total	30	75.0	100.0	
Missing	System	10	25.0		
Total		40	100.0		

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.5	3.3	3.3
	2	1	2.5	3.3	6.7
	3	12	30.0	40.0	46.7
	4	11	27.5	36.7	83.3
	5	5	12.5	16.7	100.0
	Total	30	75.0	100.0	
Missing	System	10	25.0		
Total		40	100.0		

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.5	3.3	3.3
	2	3	7.5	10.0	13.3
	3	8	20.0	26.7	40.0
	4	12	30.0	40.0	80.0
	5	6	15.0	20.0	100.0
	Total	30	75.0	100.0	
Missing	System	10	25.0		
Total		40	100.0		

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	7.5	10.0	10.0
	3	9	22.5	30.0	40.0
	4	14	35.0	46.7	86.7
	5	4	10.0	13.3	100.0
	Total	30	75.0	100.0	
Missing	System	10	25.0		
Total		40	100.0		

Y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	10.0	13.3	13.3
	3	8	20.0	26.7	40.0
	4	8	20.0	26.7	66.7
	5	10	25.0	33.3	100.0
	Total	30	75.0	100.0	
Missing	System	10	25.0		
Total		40	100.0		

Lampiran 5

Hasil Pengolahan Uji Validitas

1. Variabel Work Life Balance (X1)

		Correlations						WORK LIFE BALANCE (X1)
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	
X1.1	Pearson Correlation	1	.705**	.545**	.648**	.251	.328	.728**
	Sig. (2-tailed)		.000	.002	.000	.181	.077	.000
	N	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.705**	1	.539**	.747**	.360	.421*	.757**
	Sig. (2-tailed)	.000		.002	.000	.051	.020	.000
	N	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.545**	.539**	1	.583**	.761**	.726**	.891**
	Sig. (2-tailed)	.002	.002		.001	.000	.000	.000
	N	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.648**	.747**	.583**	1	.340	.394*	.756**
	Sig. (2-tailed)	.000	.000	.001		.066	.031	.000
	N	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.251	.360	.761**	.340	1	.971**	.781**
	Sig. (2-tailed)	.181	.051	.000	.066		.000	.000
	N	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.328	.421*	.726**	.394*	.971**	1	.816**
	Sig. (2-tailed)	.077	.020	.000	.031	.000		.000
	N	30	30	30	30	30	30	30
WORK LIFE BALANCE (X1)	Pearson Correlation	.728**	.757**	.891**	.756**	.781**	.816**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	WORK LIFE BALANCE (X1)
X1.1	Pearson Correlation	1	.705**	.545**	.648**	.251	.328	.728**
	Sig. (2-tailed)		.000	.002	.000	.181	.077	.000
	N	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.705**	1	.539**	.747**	.360	.421*	.757**
	Sig. (2-tailed)	.000		.002	.000	.051	.020	.000
	N	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.545**	.539**	1	.583**	.761**	.726**	.891**
	Sig. (2-tailed)	.002	.002		.001	.000	.000	.000
	N	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.648**	.747**	.583**	1	.340	.394*	.756**
	Sig. (2-tailed)	.000	.000	.001		.066	.031	.000
	N	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.251	.360	.761**	.340	1	.971**	.781**
	Sig. (2-tailed)	.181	.051	.000	.066		.000	.000
	N	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.328	.421*	.726**	.394*	.971**	1	.816**
	Sig. (2-tailed)	.077	.020	.000	.031	.000		.000
	N	30	30	30	30	30	30	30
WORK LIFE BALANCE (X1)	Pearson Correlation	.728**	.757**	.891**	.756**	.781**	.816**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

2. Variabel Stres Kerja (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	STRES KERJA (X2)
X2.1	Pearson Correlation	1	.695**	.571**	.595**	.558**	.547**	.768**
	Sig. (2-tailed)		.000	.001	.001	.001	.002	.000
	N	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.695**	1	.601**	.393*	.595**	.589**	.758**
	Sig. (2-tailed)	.000		.000	.031	.001	.001	.000
	N	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.571**	.601**	1	.709**	.981**	.964**	.937**
	Sig. (2-tailed)	.001	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.595**	.393*	.709**	1	.736**	.763**	.809**
	Sig. (2-tailed)	.001	.031	.000		.000	.000	.000
	N	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.558**	.595**	.981**	.736**	1	.982**	.942**
	Sig. (2-tailed)	.001	.001	.000	.000		.000	.000
	N	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.547**	.589**	.964**	.763**	.982**	1	.940**
	Sig. (2-tailed)	.002	.001	.000	.000	.000		.000
	N	30	30	30	30	30	30	30
STRES KERJA (X2)	Pearson Correlation	.768**	.758**	.937**	.809**	.942**	.940**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

* . Correlation is significant at the 0.05 level (2-tailed).

3. Variabel Beban Kerja (X3)

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	BEBAN KERJA (X3)
X3.1	Pearson Correlation	1	.436*	.706**	.521**	.509**	.517**	.739**
	Sig. (2-tailed)		.016	.000	.003	.004	.003	.000
	N	30	30	30	30	30	30	30
X3.2	Pearson Correlation	.436*	1	.417*	.516**	.667**	.664**	.762**
	Sig. (2-tailed)	.016		.022	.004	.000	.000	.000
	N	30	30	30	30	30	30	30
X3.3	Pearson Correlation	.706**	.417*	1	.600**	.577**	.574**	.774**
	Sig. (2-tailed)	.000	.022		.000	.001	.001	.000
	N	30	30	30	30	30	30	30
X3.4	Pearson Correlation	.521**	.516**	.600**	1	.595**	.595**	.791**
	Sig. (2-tailed)	.003	.004	.000		.001	.001	.000
	N	30	30	30	30	30	30	30
X3.5	Pearson Correlation	.509**	.667**	.577**	.595**	1	.981**	.901**
	Sig. (2-tailed)	.004	.000	.001	.001		.000	.000
	N	30	30	30	30	30	30	30
X3.6	Pearson Correlation	.517**	.664**	.574**	.595**	.981**	1	.902**
	Sig. (2-tailed)	.003	.000	.001	.001	.000		.000
	N	30	30	30	30	30	30	30
BEBAN KERJA (X3)	Pearson Correlation	.739**	.762**	.774**	.791**	.901**	.902**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

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

4. Variabel Turnover Intention (Y)

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	TURNOVER INTENTION (Y)
Y.1	Pearson Correlation	1	.517**	.575**	.971**	.488**	.498**	.856**
	Sig. (2-tailed)		.003	.001	.000	.006	.005	.000
	N	30	30	30	30	30	30	30
Y.2	Pearson Correlation	.517**	1	.795**	.466**	.979**	.587**	.861**
	Sig. (2-tailed)	.003		.000	.010	.000	.001	.000
	N	30	30	30	30	30	30	30
Y.3	Pearson Correlation	.575**	.795**	1	.558**	.766**	.647**	.857**
	Sig. (2-tailed)	.001	.000		.001	.000	.000	.000
	N	30	30	30	30	30	30	30
Y.4	Pearson Correlation	.971**	.466**	.558**	1	.470**	.433*	.837**
	Sig. (2-tailed)	.000	.010	.001		.009	.017	.000
	N	30	30	30	30	30	30	30
Y.5	Pearson Correlation	.488**	.979**	.766**	.470**	1	.564**	.847**
	Sig. (2-tailed)	.006	.000	.000	.009		.001	.000
	N	30	30	30	30	30	30	30
Y.6	Pearson Correlation	.498**	.587**	.647**	.433*	.564**	1	.636**
	Sig. (2-tailed)	.005	.001	.000	.017	.001		.000
	N	30	30	30	30	30	30	30
TURNOVER INTENTION (Y)	Pearson Correlation	.856**	.861**	.857**	.837**	.847**	.636**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

* . Correlation is significant at the 0.05 level (2-tailed).

Lampiran 6

Hasil Pengolahan Uji Reliabilitas

1. Variabel Work Life Balance (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.880	6

2. Variabel Stres Kerja (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.929	6

3. Variabel Beban Kerja (X3)

Reliability Statistics	
Cronbach's Alpha	N of Items
.896	6

4. Variabel Turnover Intention (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.903	6

Lampiran 7

Hasil Pengolahan Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	2.45734665
Most Extreme Differences	Absolute	.131
	Positive	.131
	Negative	-.076
Kolmogorov-Smirnov Z		.716
Asymp. Sig. (2-tailed)		.684
a. Test distribution is Normal.		

Lampiran 8



Hasil Pengolahan Uji Multikolinieritas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	-10.624	5.046		-2.105	.045		
WORK LIFE BALANCE (X1)	.333	.125	.330	2.658	.013	.917	1.090
STRES KERJA (X2)	.263	.106	.314	2.479	.020	.882	1.134
BEBAN KERJA (X3)	.645	.128	.661	5.058	.000	.830	1.205

a. Dependent Variable: TURNOVER INTENTION (Y)

Lampiran 9

Hasil Pengolahan Uji Heterokedastisitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.981	3.149		.947	.353
WORK LIFE BALANCE (X1)	-.076	.078	-.193	-.972	.340
STRES KERJA (X2)	-.011	.066	-.034	-.168	.868
BEBAN KERJA (X3)	.048	.080	.127	.608	.548

a. Dependent Variable: RES_2

Lampiran 10



Hasil Pengolahan Analisis Regresi Linier Berganda

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-10.624	5.046		-2.105	.045
WORK LIFE BALANCE (X1)	.333	.125	.330	2.658	.013
STRES KERJA (X2)	.263	.106	.314	2.479	.020
BEBAN KERJA (X3)	.645	.128	.661	5.058	.000

a. Dependent Variable: TURNOVER INTENTION (Y)

Lampiran 11

Hasil Pengolahan Koefisien Determinasi (R^2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.795 ^a	.632	.589	2.595

a. Predictors: (Constant), BEBAN KERJA (X3), WORK LIFE BALANCE (X1), STRES KERJA (X2)

Lampiran 12

Hasil Pengolahan Uji T

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-10.624	5.046		-2.105	.045
WORK LIFE BALANCE (X1)	.333	.125	.330	2.658	.013
STRES KERJA (X2)	.263	.106	.314	2.479	.020
BEBAN KERJA (X3)	.645	.128	.661	5.058	.000

a. Dependent Variable: TURNOVER INTENTION (Y)

Lampiran 13

Hasil Pengolahan Uji F

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	300.249	3	100.083	14.859	.000 ^a
Residual	175.118	26	6.735		
Total	475.367	29			

a. Predictors: (Constant), BEBAN KERJA (X3), WORK LIFE BALANCE (X1), STRES KERJA (X2)

b. Dependent Variable: TURNOVER INTENTION (Y)

Lampiran 14

1. Distribusi Nilai Rtabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189

2. Distribusi Nilai Ttabel

Df	Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
	0.50	0.20	0.10	0.050	0.02	0.010	0.002	
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884	
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712	
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453	
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318	
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343	
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763	
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529	
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079	
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681	
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370	
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470	
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963	
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198	
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739	
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283	
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615	
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577	
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048	
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940	
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181	
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715	
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499	
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496	
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678	
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019	
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500	
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103	
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816	
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624	
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518	
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490	
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531	
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634	
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793	
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005	

3. Distribusi Nilai Ftabel

df untuk penyebut (N2)	df untuk pembilang (N1)												
	1	2	3	4	5	6	7	8	9	10	11	12	13
1	161	199	216	225	230	234	237	239	241	242	243	244	245
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01

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Telp (0352) 481124, Fax (0352) 461796, e-mail akademik@umpo.ac.id Website www.umpo.ac.id
Akreditasi Institusi B oleh BAN-PT
(SK Nomor : 77/SK/BAN-PT/Ak-PPJ/PT/IV/2020)

Nomor : 867/IV.4/PN/2022
Hal : Ijin Penelitian

Ponorogo, 11 Agustus 2022

Kepada :

Yth. Manager Luwes Ponorogo
Jl. K.H Ahmad Dahlan No. 100, Bangunsari, Kec. Ponorogo, Kab. Ponorogo

Assalaamuataikum wr. wb.

Yang bertanda tangan di bawah ini :

Nama : Dr. SLAMET SANTOSO, M.Si
NIK : 19701016 199904 12
Jabatan : Wakil Dekan Fakultas Ekonomi
Universitas Muhammadiyah Ponorogo

Menerangkan bahwa mahasiswa :

Nama : YULIYA PRATIWI
NIM : 18414753
Semester : VIII
Jurusan : Manajemen
No. HP : 085784899144
Lokasi/Objek : Luwes Ponorogo
Lama Penelitian : 3 Bulan
Bidang : MSDM
Judul Skripsi : Pengaruh *Work Life Balance*, Stres Kerja dan Beban Kerja terhadap *Turnover Intention* pada Karyawan Supermarket Luwes Ponorogo.

Adalah benar-benar mahasiswa Fakultas Ekonomi Universitas Muhammadiyah Ponorogo. Dalam hal ini mohon diberi kesempatan untuk mengadakan penelitian pada Instansi/Perusahaan yang Bapak/Ibu Pimpinan guna melaksanakan tugas skripsi.

Demikian atas perhatian dan kerjasamanya, kami sampaikan terima kasih.

Wassalaamuataikum wr. wb.



Wakil Dekan,

Dr. SLAMET SANTOSO, M.Si
NIK. 19701016 199904 12

BERITA ACARA BIMBINGAN SKRIPSI
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BERITA ACARA BIMBINGAN SKRIPSI

1. Nama Mahasiswa : **YULIYA PRATIWI**
2. NIM : 18414753
3. Jurusan : Manajemen
4. Bidang : MSDM
5. Alamat : Desa Krowe Kecamatan Lembeyan Kabupaten Magetan
6. Judul Skripsi : Pengaruh *Work Life Balance*, Stress Kerja, dan Beban Kerja terhadap *Turnover Intention* pada Karyawan BPRS Mitra Mentari Sejahtera Ponorogo
7. Masa Pembimbingan : September 2021 s/d Agustus 2022
8. Tanggal Mengajukan Skripsi :
9. Konsultasi :

Tanggal Disetujui	BAB	Paraf Pembimbing
08 Maret 2022	Bimbingan proposal pembimbing 2	
11 Maret 2022	Revisi proposal pembimbing 2	
17 Maret 2022	Acc proposal pembimbing 2	
20/3 - 2022	Revisi proposal - latar belakang di sempurnakan - landasan teori dll.	JAP
14/4 - 2022	Acc proposal	
27/5 - 2022	Revisi BAB 1,2,3	
02/6 - 2022	Acc BAB 1-3	
11/6 - 2022	Revisi Bab 1 - 3.	JAP
17/6 - 2022	Acc Bab 1 - III	

Tanggal Disetujui	BAB	Paraf Pembimbing

- 10. Tanggal Selesai Penulisan Skripsi : _____
- 11. Keterangan Bimbingan Telah Selesai : _____
- 12. Telah Di Evaluasi/Di Uji Dengan Nilai : _____ (angka)
_____ (huruf)

Pembimbing,

Drs. Umi Farida, MM
NIDN. 0710016101

Ponorogo, 9 Maret 2022

Dekan
Dr. HADI SUMARSONO, M.Si
NIP. 19760508 200501 1 002



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5. Alamat : Ds. Krowe Kec. Lembeyan Kab. Magetan
6. Judul Skripsi : Pengaruh Work Life Balance, Stres Kerja dan Beban Kerja terhadap Turnover Intention pada Karyawan Supermarket Luwes Ponorogo
7. Masa Pembimbingan : September 2022 s/d Agustus 2023
8. Tanggal Mengajukan Skripsi :
9. Konsultasi :

Tanggal Disetujui	BAB	Paraf Pembimbing
06/08 2022	REVISI BAB IV, V PEMBIMBING 2	
02/09 2022	ACC BAB IV, V	
16/09 - 2022	Revisi Bab IV - V + data sekunder - Perhatikan kata Sambung - Cara membaca tanggapan Responden - Uji validitas cek lagi - Pembahasan temuan juga cena	
3/10 - 2022	Acc Bab IV - V	

