

NO	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	TOTAL
1	3	3	2	2	4	4	4	3	4	4	4	4	41
2	3	4	3	3	4	3	3	3	4	4	4	4	42
3	2	2	2	2	1	1	1	2	2	1	1	1	18
4	4	3	3	3	3	4	4	4	4	4	3	4	43
5	4	4	4	4	4	4	4	4	3	4	4	4	47
6	3	3	3	3	3	3	4	3	4	4	4	4	41
7	3	4	4	4	4	4	4	3	4	4	4	4	46
8	4	4	4	4	3	3	3	4	4	3	3	4	43
9	4	4	4	4	3	3	4	4	4	4	4	4	46
10	4	3	4	4	4	3	3	4	4	4	4	4	45
11	4	4	4	4	3	4	3	4	4	4	4	4	46
12	4	3	3	3	4	4	4	4	2	2	2	2	37
13	4	3	3	3	3	3	4	4	3	4	3	4	41
14	4	3	3	3	4	3	4	4	4	4	4	4	44
15	4	4	4	4	3	3	3	4	2	2	2	2	37
16	4	4	4	4	4	4	4	4	4	4	4	4	48
17	3	4	4	4	2	3	3	3	3	4	4	4	41
18	4	4	3	3	3	3	4	4	4	4	4	4	44
19	3	2	3	3	3	3	3	3	4	4	4	4	39
20	4	4	4	4	4	4	4	4	4	3	4	4	47
21	3	3	3	3	3	4	3	3	4	4	4	4	41
22	3	3	4	4	4	3	4	3	4	4	4	4	44
23	3	3	3	3	4	3	3	3	4	3	3	4	39
24	4	4	3	3	3	2	2	4	3	4	3	3	38
25	2	2	3	3	4	3	4	2	4	4	3	4	38
26	2	2	3	3	3	3	3	3	3	4	4	4	37
27	4	4	3	3	3	3	4	4	3	4	3	4	42
28	3	3	3	3	3	3	3	3	4	4	4	4	40
29	3	4	4	4	4	3	4	3	2	3	2	3	39
30	4	4	3	3	3	3	3	4	4	4	4	4	43
31	3	2	3	3	4	4	3	3	4	3	3	4	39
32	3	3	3	3	4	4	4	3	3	4	3	3	40
33	3	3	3	3	4	4	3	3	4	4	4	4	42
34	3	3	4	4	3	3	4	3	3	3	3	3	39
35	3	3	3	3	4	3	3	3	2	2	2	3	34
36	4	4	3	3	3	4	3	4	4	3	3	4	42
37	2	2	3	3	4	3	3	2	4	4	4	4	38
38	4	4	4	4	3	4	4	4	4	4	4	4	47
39	4	3	3	3	2	2	2	3	3	3	3	3	34
40	3	3	3	3	4	3	4	3	3	4	3	4	40
41	3	3	3	3	3	4	3	4	2	3	3	4	38
42	2	3	3	3	3	2	3	3	3	3	3	3	34
43	3	4	4	4	4	3	3	3	3	2	2	3	38
44	4	4	3	3	3	3	4	4	4	3	4	4	43
45	3	2	3	3	4	3	3	3	3	3	4	3	37
46	3	3	3	3	3	4	3	3	4	3	3	4	39
47	3	3	3	3	4	4	4	3	3	4	3	3	40
48	3	4	4	4	4	4	4	3	4	4	3	4	45
49	2	2	3	3	2	3	1	2	3	3	3	3	30
50	4	4	3	3	3	3	3	4	3	4	3	4	41
51	2	2	3	3	3	4	3	2	2	3	3	4	34
52	3	3	3	3	3	3	3	3	2	3	2	3	34
53	4	4	3	3	4	3	3	4	3	2	2	3	38
54	3	2	3	3	2	2	2	3	3	3	4	3	33
55	3	3	2	2	2	3	3	3	4	3	3	4	35
56	3	3	4	4	4	4	3	3	3	4	3	3	41
57	3	3	3	3	3	4	3	3	4	4	3	4	40
58	4	4	3	3	4	3	3	4	3	3	3	3	40
59	2	2	3	3	2	3	4	2	3	4	3	4	35
60	3	3	3	3	2	3	3	3	2	3	3	4	35
61	4	3	3	3	3	4	3	4	2	3	2	3	37
62	3	3	3	3	3	4	4	3	3	2	2	3	36
63	3	3	2	2	2	2	3	3	4	3	4	4	35
64	1	2	1	1	1	1	1	2	2	2	1	2	17
65	3	4	4	4	3	3	3	3	4	4	4	4	43
66	4	4	3	3	3	4	3	4	4	3	3	4	42
67	3	2	3	3	4	3	3	3	3	4	3	3	37
68	3	3	3	3	3	3	3	3	4	4	3	4	39
69	3	3	3	2	1	2	2	3	3	3	3	3	31
70	3	3	4	4	3	3	4	3	3	4	3	4	41
71	3	3	3	3	4	4	3	3	2	3	3	4	38
72	3	3	3	3	3	3	3	4	3	3	3	3	37
73	3	3	3	3	4	4	3	3	2	3	3	4	38
74	3	3	3	3	3	3	3	4	3	3	3	3	37
1	1	0	1	1	3	2	3	0	0	1	2	1	0
2	8	13	4	5	8	6	4	7	13	7	9	3	0
3	40	36	50	49	34	40	41	40	27	28	36	22	0
4	25	25	19	19	29	26	26	27	34	38	27	48	0
	3.20	3.16	3.18	3.16	3.20	3.22	3.22	3.27	3.28	3.39	3.19	3.58	39.05

NO	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	TOTAL
1	3	3	2	4	4	4	4	3	3	30
2	3	4	3	3	4	3	3	3	4	30
3	2	1	2	2	1	1	1	1	2	13
4	4	3	3	3	3	3	4	4	3	30
5	4	4	4	4	4	4	4	4	4	36
6	3	3	3	3	3	4	4	3	3	29
7	3	4	4	4	3	4	4	3	3	32
8	4	4	4	4	4	3	4	4	4	35
9	4	4	4	4	3	4	4	4	4	35
10	4	3	4	4	4	4	4	4	3	34
11	4	4	4	4	3	4	4	4	4	35
12	4	3	3	3	4	2	3	3	3	28
13	4	3	3	3	4	3	4	4	3	31
14	4	3	3	3	4	4	4	4	3	32
15	4	4	4	3	3	3	3	3	4	31
16	4	4	4	4	4	4	4	4	4	36
17	3	4	4	4	2	4	4	3	4	32
18	4	4	3	3	3	4	4	4	4	33
19	3	3	3	3	3	3	3	3	3	27
20	4	4	4	4	4	4	4	4	4	36
21	3	3	3	3	3	4	4	3	3	29
22	3	3	4	4	4	4	4	3	3	32
23	3	3	3	3	4	3	4	3	3	29
24	4	4	3	3	3	3	3	4	4	31
25	2	2	3	3	3	3	3	3	2	24
26	2	2	3	3	2	4	4	2	2	24
27	4	4	3	3	3	3	4	4	4	32
28	3	3	3	3	4	4	4	3	3	30
29	3	4	4	4	3	2	3	3	4	30
30	4	4	3	3	4	4	4	4	4	34
31	3	2	3	3	3	3	4	3	2	26
32	3	3	3	3	3	3	3	3	3	27
33	3	3	3	3	4	4	4	3	3	30
34	3	3	4	4	4	3	3	3	3	30
35	3	3	3	3	3	2	3	3	3	26
36	4	4	3	3	3	3	4	4	4	32
37	2	2	3	3	4	4	4	2	2	26
38	4	4	4	4	4	4	4	4	4	36
39	4	3	3	3	3	3	3	4	3	29
40	3	3	3	3	3	3	4	3	3	28
41	1	2	2	2	1	3	1	1	2	15
42	2	3	3	3	3	2	3	2	3	24
43	3	4	4	4	4	2	3	3	4	31
44	4	4	3	3	3	4	4	4	4	33
45	3	2	3	3	4	4	3	3	2	27
46	3	3	3	3	3	3	4	3	3	28
47	3	3	3	3	4	3	3	3	3	28
48	2	4	4	4	4	3	4	2	4	31
49	2	2	2	2	2	3	3	2	2	20
50	4	4	3	3	3	3	4	4	4	32
51	2	2	3	3	3	3	3	3	2	24
52	3	3	3	3	4	2	3	3	3	27
53	4	4	3	3	4	2	3	4	4	31
54	3	4	3	3	3	4	3	3	4	30
55	3	3	2	2	3	3	4	3	3	26
56	3	3	4	4	4	3	3	3	3	30
57	3	3	3	3	3	3	4	3	3	28
58	4	4	3	3	4	3	3	4	4	32
59	2	2	3	3	3	3	4	2	2	24
60	3	3	3	3	4	3	4	3	3	29
61	4	3	3	3	3	2	3	4	3	28
62	3	3	3	3	3	2	3	3	3	26
63	3	3	3	3	3	3	4	4	3	29
64	2	3	2	2	2	2	2	2	3	20
65	3	4	4	4	3	4	4	3	4	33
66	4	4	3	3	3	3	4	4	4	32
67	3	2	3	3	4	3	3	3	3	27
68	3	3	3	3	4	3	4	3	3	29
69	3	3	3	3	3	3	3	3	3	27
70	3	3	4	4	3	3	4	3	3	30
71	3	3	3	3	4	3	4	3	3	29
72	4	4	3	3	3	3	3	4	4	31
73	3	3	3	3	4	3	4	3	3	29
74	4	4	3	3	3	3	3	4	4	31
1	1	1	0	0	2	1	2	2	0	0
2	10	10	6	5	4	10	1	7	10	0
3	36	35	49	50	37	39	28	39	37	0
4	27	28	19	19	31	24	43	26	27	0
	3.20	3.22	3.18	3.19	3.31	3.16	3.51	3.20	3.23	29.20

NO	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	TOTAL
1	3	4	4	4	3	3	2	3	3	2	2	4	37
2	4	3	4	4	3	4	3	3	4	3	3	4	42
3	1	1	2	1	2	2	2	2	2	2	2	1	20
4	3	3	4	4	4	3	3	4	3	3	3	3	40
5	3	4	3	4	4	4	4	4	4	4	4	4	46
6	4	3	4	4	3	3	3	3	3	3	3	3	39
7	4	4	4	4	3	4	4	3	4	4	4	3	45
8	4	4	4	4	4	4	4	4	4	4	4	4	48
9	4	4	4	4	4	4	4	4	4	4	4	4	48
10	3	3	4	4	4	4	4	4	4	4	4	4	46
11	4	4	4	4	4	4	4	4	4	4	4	3	47
12	3	3	2	2	4	3	3	4	3	3	3	4	37
13	3	4	3	4	4	3	3	4	3	3	3	4	41
14	3	4	4	4	4	3	3	4	3	3	3	4	42
15	4	3	3	2	4	4	4	4	4	4	4	3	43
16	4	3	4	4	4	4	4	4	4	4	4	4	47
17	4	3	3	4	3	4	4	3	4	4	4	2	42
18	4	4	4	4	4	4	3	4	4	3	3	3	44
19	2	2	4	4	3	2	3	3	2	3	3	3	34
20	4	4	4	3	4	4	4	4	4	4	4	4	47
21	3	4	4	4	3	3	3	3	3	3	3	3	39
22	3	4	4	4	3	3	4	3	3	4	4	4	43
23	3	4	4	3	3	3	3	3	3	3	3	3	38
24	4	3	3	4	4	4	3	4	4	3	3	3	42
25	2	3	4	4	2	2	3	2	2	3	3	3	33
26	2	3	3	4	2	2	3	2	2	3	3	2	31
27	4	4	3	4	4	4	3	4	4	3	3	3	43
28	3	3	4	4	3	3	3	3	3	3	3	4	39
29	4	3	3	3	3	4	4	3	4	4	4	3	42
30	4	4	4	4	4	4	3	4	4	3	3	4	45
31	2	3	4	3	3	2	3	3	2	3	3	3	34
32	3	3	3	4	3	3	3	3	3	3	3	3	37
33	3	4	4	4	3	3	3	3	3	3	3	4	40
34	3	4	3	3	3	3	4	3	3	4	4	4	41
35	3	3	2	2	3	3	3	3	3	3	3	3	34
36	4	4	4	3	4	4	3	4	4	3	3	3	43
37	2	2	4	4	2	2	3	2	2	3	3	4	33
38	4	4	4	4	4	4	4	4	4	4	4	4	48
39	3	4	3	3	4	3	3	4	3	3	3	3	39
40	4	3	3	4	3	3	3	3	3	3	3	3	38
41	2	1	2	1	1	2	2	1	2	2	2	3	21
42	3	3	2	3	2	3	3	2	3	3	3	3	33
43	4	4	3	2	3	4	4	3	4	4	4	4	43
44	4	3	4	3	4	4	3	3	3	3	3	3	40
45	2	3	3	3	3	2	3	3	2	3	3	4	34
46	3	3	4	3	3	3	3	3	3	3	3	3	37
47	3	3	3	4	3	3	3	3	3	3	3	4	38
48	4	4	4	4	2	4	4	3	3	4	4	4	44
49	2	2	3	3	2	2	2	2	2	2	3	3	28
50	4	3	4	4	4	4	3	4	4	3	3	3	43
51	2	3	3	3	2	2	3	2	2	3	3	3	31
52	3	3	2	3	3	3	3	3	3	3	3	4	36
53	3	3	3	2	4	4	3	4	4	3	3	4	40
54	3	3	3	3	3	4	3	3	4	3	3	3	38
55	3	2	2	3	3	3	2	3	3	2	2	3	31
56	3	3	3	3	4	4	4	4	4	4	4	4	44
57	3	3	4	4	3	3	3	3	3	3	3	3	38
58	4	3	3	3	4	4	3	4	4	3	4	3	42
59	2	3	3	4	2	2	3	2	2	3	3	3	32
60	3	3	2	3	3	3	3	3	3	3	4	3	36
61	3	3	2	3	2	3	3	2	3	2	3	3	32
62	3	3	3	2	3	3	3	3	3	3	3	3	35
63	2	2	2	2	2	2	2	2	2	2	2	2	24
64	2	2	2	2	2	1	1	2	1	1	1	1	18
65	4	4	4	4	3	4	4	3	4	4	4	4	46
66	4	3	4	3	4	4	3	4	4	3	3	3	42
67	4	3	3	4	3	4	4	4	4	4	4	4	45
68	3	3	4	4	3	3	3	3	3	3	3	4	39
69	3	3	3	3	3	3	3	3	3	3	3	3	36
70	3	4	3	4	3	3	4	3	3	4	3	4	41
71	3	3	2	3	3	3	3	3	3	3	3	4	36
72	4	3	3	3	4	4	3	4	4	3	3	3	41
73	3	3	2	3	3	3	3	3	3	3	3	4	36
74	4	3	3	3	4	4	3	4	4	3	3	3	41
1	1	2	0	2	1	1	1	1	1	1	1	2	0
2	12	6	13	8	12	12	6	11	12	7	5	3	0
3	33	42	28	26	34	30	47	35	32	46	47	38	0
4	28	24	33	38	27	31	20	27	29	20	21	31	0
	3.19	3.19	3.27	3.35	3.18	3.23	3.16	3.19	3.20	3.15	3.19	3.32	38.62

NO	X4.1	X4.2	X4.3	X4.4	X4.5	X4.6	X4.7	X4.8	X4.9	TOTAL
1	3	3	4	2	4	4	4	3	3	30
2	3	4	3	3	4	4	4	3	4	32
3	2	2	2	2	1	2	1	2	2	16
4	4	3	3	3	3	4	4	4	3	31
5	4	4	4	4	4	3	4	4	4	35
6	3	3	3	3	3	4	4	3	3	29
7	3	4	4	4	3	4	4	3	4	33
8	4	4	4	4	4	4	3	4	4	35
9	4	4	4	4	3	4	4	4	4	35
10	4	3	4	4	4	4	4	4	3	34
11	4	4	4	4	3	4	4	4	4	35
12	4	3	3	3	4	2	2	4	3	28
13	4	3	3	3	4	3	4	4	3	31
14	4	3	3	3	4	4	4	4	3	32
15	4	4	4	4	3	2	2	4	4	31
16	4	4	4	4	4	4	4	4	4	36
17	3	4	4	4	2	3	4	3	4	31
18	4	4	3	3	3	4	4	4	4	33
19	3	2	3	3	3	4	4	3	2	27
20	4	4	4	4	4	4	3	4	4	35
21	3	3	3	3	3	4	4	3	3	29
22	3	3	4	4	4	4	4	3	3	32
23	3	3	3	3	4	4	3	3	3	29
24	4	4	3	3	3	3	4	4	4	32
25	2	2	3	3	3	4	3	3	2	25
26	2	2	3	3	2	4	3	3	2	24
27	4	4	3	3	3	3	4	4	4	32
28	3	3	3	3	4	4	4	3	3	30
29	3	4	4	4	3	4	3	3	4	32
30	4	4	3	3	4	4	4	4	4	34
31	3	2	3	3	3	4	3	3	2	26
32	3	3	3	3	3	3	4	3	3	28
33	3	3	3	3	4	4	4	3	3	30
34	3	3	4	4	4	3	3	3	3	30
35	3	3	3	3	3	2	2	3	3	25
36	4	4	3	3	3	4	3	4	4	32
37	2	2	3	3	4	4	3	3	2	26
38	4	4	4	4	4	4	4	4	4	36
39	4	3	3	3	3	3	3	4	3	29
40	3	3	3	3	3	3	4	3	3	28
41	4	2	2	2	3	3	3	3	3	25
42	2	3	3	3	3	2	3	2	3	24
43	3	4	4	4	4	3	2	3	4	31
44	4	4	3	3	3	4	3	4	4	32
45	3	2	3	3	4	3	3	3	2	26
46	3	3	3	3	3	4	3	3	3	28
47	3	3	3	3	4	3	4	3	3	29
48	2	4	4	4	4	4	4	2	4	32
49	2	2	2	3	3	3	2	2	2	21
50	4	4	3	3	3	4	4	4	4	33
51	2	2	3	3	3	2	3	2	2	22
52	3	3	3	3	3	3	3	3	3	27
53	4	4	3	3	4	3	3	3	4	31
54	3	4	3	3	3	3	3	3	4	29
55	3	3	2	2	3	2	3	3	3	24
56	3	3	4	4	4	3	4	3	3	31
57	3	3	3	3	3	4	4	3	3	29
58	4	4	3	3	4	3	3	4	4	32
59	2	2	3	3	3	3	3	3	2	24
60	3	3	3	3	4	4	3	3	3	29
61	4	3	3	3	3	2	3	4	3	28
62	3	3	3	3	3	2	2	3	3	25
63	3	3	2	3	2	2	2	3	3	23
64	2	2	2	2	1	1	1	2	2	15
65	3	4	4	4	3	4	4	3	4	33
66	4	4	3	3	3	4	3	4	4	32
67	3	2	3	3	4	3	4	3	2	27
68	4	4	3	4	3	4	3	3	4	32
69	3	3	3	3	2	2	2	3	3	24
70	3	2	3	2	3	3	2	3	3	24
71	3	3	3	3	4	3	3	3	3	28
72	4	4	3	3	3	4	3	4	4	32
73	3	2	3	3	4	3	4	3	2	27
74	4	4	3	4	3	4	3	3	4	32
1	0	0	0	0	2	1	2	0	0	0
2	10	15	6	6	4	11	9	6	13	0
3	35	30	49	48	39	24	30	43	32	0
4	29	29	19	20	29	38	33	25	29	0
	3.256757	3.189189	3.175676	3.189189	3.283784	3.337838	3.27027	3.256757	3.216216	29.17568

NO	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	TOTAL
1	4	4	4	4	4	4	4	4	4	36
2	3	3	3	3	4	3	3	3	3	28
3	2	2	2	1	1	1	1	2	2	14
4	4	3	4	4	3	4	4	4	4	34
5	4	4	4	4	4	4	4	4	4	36
6	3	4	3	3	3	3	3	3	3	28
7	3	3	3	3	3	4	3	4	4	30
8	3	4	3	4	4	3	3	3	3	30
9	3	2	2	2	3	3	3	3	3	24
10	4	4	3	3	4	3	3	4	4	32
11	4	4	4	4	3	4	3	4	4	34
12	4	4	4	4	4	4	4	4	4	36
13	4	4	3	3	4	4	4	3	3	32
14	4	3	3	3	4	3	4	3	3	30
15	4	4	3	4	3	3	3	3	3	30
16	4	4	4	4	4	4	4	4	4	36
17	2	2	3	3	2	3	3	3	3	24
18	4	3	4	4	3	3	3	4	4	32
19	4	3	3	3	3	3	3	3	3	28
20	4	4	4	4	4	4	4	4	4	36
21	3	4	3	3	3	4	3	3	3	29
22	3	3	3	3	4	3	3	3	3	28
23	4	3	4	3	4	3	3	3	3	30
24	2	3	2	2	3	2	2	2	2	20
25	3	4	3	4	3	3	4	3	3	30
26	2	2	3	3	2	3	3	3	3	24
27	3	3	3	3	3	4	3	4	4	30
28	3	4	3	4	4	3	3	3	3	30
29	3	3	4	4	3	3	4	3	3	30
30	4	4	3	3	4	3	3	4	4	32
31	4	4	4	4	3	4	3	4	4	34
32	3	4	4	3	3	4	4	3	3	31
33	4	4	3	3	4	4	4	3	3	32
34	4	3	3	3	4	3	4	3	3	30
35	4	4	3	4	3	3	3	3	3	30
36	3	4	3	3	3	4	3	3	3	29
37	3	3	3	3	4	3	3	3	3	28
38	4	4	4	4	4	4	4	4	4	36
39	2	3	2	2	3	2	2	2	2	20
40	3	4	3	4	3	3	4	3	3	30
41	3	4	3	3	4	4	3	3	3	30
42	3	3	3	3	3	4	3	4	4	30
43	3	4	3	4	4	3	3	3	3	30
44	3	3	4	4	3	3	4	3	3	30
45	4	4	3	3	4	3	3	4	4	32
46	4	4	4	4	3	4	3	4	4	34
47	4	4	4	4	4	4	4	4	4	36
48	4	4	3	3	4	4	4	3	3	32
49	4	3	3	3	4	3	4	3	3	30
50	4	4	3	4	3	3	3	3	3	30
51	3	4	3	3	3	4	3	3	3	29
52	3	3	3	3	4	3	3	3	3	28
53	4	3	4	3	4	3	3	3	3	30
54	2	3	2	2	3	2	2	2	2	20
55	3	4	3	4	3	3	4	3	3	30
56	3	4	3	3	4	4	3	3	3	30
57	3	3	3	3	3	4	3	4	4	30
58	3	4	3	4	4	3	3	3	3	30
59	3	3	4	4	3	3	4	3	3	30
60	4	4	3	3	4	3	3	4	4	32
61	4	4	4	4	3	4	3	4	4	34
62	3	4	4	3	3	4	4	3	3	31
63	4	4	3	3	4	4	4	3	3	32
64	2	2	2	2	1	1	1	1	1	13
65	4	4	3	4	3	3	3	3	3	30
66	3	4	3	3	3	4	3	3	3	29
67	3	3	3	3	4	3	3	3	3	28
68	4	3	4	3	4	3	3	3	3	30
69	2	3	2	2	3	2	2	2	2	20
70	3	4	3	4	3	3	4	3	3	30
71	3	4	3	3	4	4	3	3	3	30
72	3	3	3	3	3	4	3	4	4	30
73	3	4	3	4	4	3	3	3	3	30
74	3	3	4	4	3	3	4	3	3	30
1	0	0	0	1	2	2	2	1	1	0
2	8	5	7	6	2	4	4	5	5	0
3	34	27	45	37	36	38	43	46	46	0
4	32	42	22	30	34	30	25	22	22	0
	3.324324	3.5	3.202703	3.297297	3.378378	3.297297	3.22973	3.202703	3.202703	29.63514

Statistik Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Work Life Balance	74	17	48	39.05	5.330
Work Engagement	74	13	36	29.20	4.278
Kompensasi	74	18	48	38.62	6.399
Beban Kerja	74	15	36	29.18	4.260
Turnover Intention	74	13	36	29.64	4.449
Valid N (listwise)	74				

Uji Validitas

Correlations

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	Work Life Balance	
X1.1	Pearson Correlation	1	.702**	.392**	.389**	.252*	.305**	.353**	.897**	.234*	.143	.218	.197	.645**
	Sig. (2-tailed)		<.001	<.001	<.001	.030	.008	.002	<.001	.045	.223	.062	.093	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X1.2	Pearson Correlation	.702**	1	.499**	.491**	.210	.232*	.333**	.678**	.223	.117	.148	.214	.612**
	Sig. (2-tailed)	<.001		<.001	<.001	.072	.047	.004	<.001	.056	.322	.207	.068	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X1.3	Pearson Correlation	.392**	.499**	1	.981**	.397**	.372**	.427**	.319**	.167	.392*	.298**	.237*	.673**
	Sig. (2-tailed)	<.001	<.001		<.001	<.001	.001	<.001	.006	.156	.012	.010	.042	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X1.4	Pearson Correlation	.389**	.491**	.981**	1	.450**	.402**	.455**	.321**	.171	.397*	.296*	.251*	.690**
	Sig. (2-tailed)	<.001	<.001	<.001		<.001	<.001	<.001	.005	.145	.010	.010	.031	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X1.5	Pearson Correlation	.252*	.210	.397**	.450**	1	.580**	.564**	.219	.178	.367*	.210	.260*	.603**
	Sig. (2-tailed)	.030	.072	<.001	<.001		<.001	<.001	.061	.129	.021	.072	.032	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X1.6	Pearson Correlation	.305**	.232*	.372**	.402**	.580**	1	.547**	.268*	.193	.389**	.231*	.444**	.633**
	Sig. (2-tailed)	.008	.047	.001	<.001	<.001		<.001	.021	.100	.012	.048	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X1.7	Pearson Correlation	.353**	.333**	.427**	.455**	.564**	.547**	1	.322**	.288*	.439**	.325**	.462**	.719**
	Sig. (2-tailed)	.002	.004	<.001	<.001	<.001	<.001		.005	.013	<.001	.005	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X1.8	Pearson Correlation	.897**	.678**	.319**	.321**	.319	.268*	.322**	1	.155	.096	.181	.149	.583**
	Sig. (2-tailed)	<.001	<.001	.006	.005	.061	.021	.005		.186	.414	.123	.204	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X1.9	Pearson Correlation	.234*	.223	.167	.171	.178	.193	.288*	.155	1	.554**	.680**	.621**	.593**
	Sig. (2-tailed)	.045	.056	.156	.145	.129	.100	.013	.186		<.001	<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X1.10	Pearson Correlation	.143	.117	.292*	.297*	.267*	.289*	.439**	.096	.554**	1	.723**	.689**	.646**
	Sig. (2-tailed)	.223	.322	.012	.010	.021	.012	<.001	.414	<.001		<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X1.11	Pearson Correlation	.218	.148	.298**	.296*	.210	.231*	.325**	.181	.680**	.723**	1	.706**	.660**
	Sig. (2-tailed)	.062	.207	.010	.010	.072	.049	.005	.123	<.001	<.001		<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X1.12	Pearson Correlation	.197	.214	.237*	.251*	.250*	.444**	.462**	.149	.621**	.689**	.706**	1	.684**
	Sig. (2-tailed)	.093	.069	.042	.031	.033	<.001	<.001	.204	<.001	<.001	<.001		<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
Work Life Balance	Pearson Correlation	.645**	.612**	.673**	.690**	.603**	.633**	.719**	.583**	.593**	.646**	.660**	.684**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	
	N	74	74	74	74	74	74	74	74	74	74	74	74	74

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	Work Engagement	
X2.1	Pearson Correlation	1	.673**	.353**	.322**	.389**	.205	.379**	.921**	.693**	.790**
	Sig. (2-tailed)		<.001	.002	.005	<.001	.080	<.001	<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
X2.2	Pearson Correlation	.673**	1	.513**	.487**	.270*	.225	.333**	.647**	.961**	.805**
	Sig. (2-tailed)	<.001		<.001	<.001	.020	.053	.004	<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
X2.3	Pearson Correlation	.353**	.513**	1	.887**	.364**	.311**	.380**	.353**	.475**	.697**
	Sig. (2-tailed)	.002	<.001		<.001	<.001	.007	<.001	.002	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
X2.4	Pearson Correlation	.322**	.487**	.887**	1	.457**	.387**	.448**	.357**	.443**	.717**
	Sig. (2-tailed)	.005	<.001	<.001		<.001	<.001	<.001	.002	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
X2.5	Pearson Correlation	.389**	.270*	.364**	.457**	1	.230*	.445**	.416**	.253*	.600**
	Sig. (2-tailed)	<.001	.020	<.001	<.001		.049	<.001	<.001	.030	<.001
	N	74	74	74	74	74	74	74	74	74	74
X2.6	Pearson Correlation	.205	.225	.311**	.387**	.230*	1	.609**	.286*	.152	.531**
	Sig. (2-tailed)	.080	.053	.007	<.001	.049		<.001	.014	.197	<.001
	N	74	74	74	74	74	74	74	74	74	74
X2.7	Pearson Correlation	.379**	.333**	.380**	.448**	.445**	.609**	1	.464**	.252*	.673**
	Sig. (2-tailed)	<.001	.004	<.001	<.001	<.001	<.001		<.001	.030	<.001
	N	74	74	74	74	74	74	74	74	74	74
X2.8	Pearson Correlation	.921**	.647**	.353**	.357**	.416**	.286*	.464**	1	.636**	.812**
	Sig. (2-tailed)	<.001	<.001	.002	.002	<.001	.014	<.001		<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
X2.9	Pearson Correlation	.693**	.961**	.475**	.443**	.253*	.152	.252*	.636**	1	.768**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	.030	.197	.030	<.001		<.001
	N	74	74	74	74	74	74	74	74	74	74
Work Engagement	Pearson Correlation	.790**	.805**	.697**	.717**	.600**	.531**	.673**	.812**	.768**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	
	N	74	74	74	74	74	74	74	74	74	74

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

		Correlations												
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	Kompensasi
X3.1	Pearson Correlation	1	.558**	.347**	.327**	.647**	.895**	.550**	.678**	.868**	.543**	.546**	.305**	.814**
	Sig. (2-tailed)		<.001	.002	.004	<.001	<.001	<.001	<.001	<.001	<.001	<.001	.008	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X3.2	Pearson Correlation	.558**	1	.481**	.504**	.515**	.532**	.595**	.546**	.524**	.587**	.528**	.502**	.761**
	Sig. (2-tailed)	<.001		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X3.3	Pearson Correlation	.347**	.481**	1	.632**	.356**	.321**	.378**	.356**	.289**	.406**	.337**	.309**	.584**
	Sig. (2-tailed)	.002	<.001		<.001	.002	.005	<.001	.002	.012	<.001	.003	.007	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X3.4	Pearson Correlation	.327**	.504**	.632**	1	.244*	.251*	.389**	.288*	.247*	.389**	.345**	.372**	.559**
	Sig. (2-tailed)	.004	<.001	<.001		.036	.031	<.001	.013	.034	<.001	.003	.001	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X3.5	Pearson Correlation	.647**	.515**	.356**	.244*	1	.717**	.411**	.963**	.735**	.436**	.406**	.242**	.762**
	Sig. (2-tailed)	<.001	<.001	.002	.036		<.001	<.001	<.001	<.001	<.001	<.001	.003	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X3.6	Pearson Correlation	.895**	.532**	.321**	.251*	.717**	1	.640**	.748**	.977**	.632**	.635**	.377**	.862**
	Sig. (2-tailed)	<.001	<.001	.005	.031	<.001		<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X3.7	Pearson Correlation	.550**	.595**	.378**	.389**	.411**	.640**	1	.473**	.629**	.983**	.929**	.520**	.813**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001		<.001	<.001	<.001	<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X3.8	Pearson Correlation	.678**	.546**	.356**	.288*	.963**	.748**	.473**	1	.767**	.498**	.468**	.394**	.806**
	Sig. (2-tailed)	<.001	<.001	.002	.013	<.001	<.001	<.001		<.001	<.001	<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X3.9	Pearson Correlation	.868**	.524**	.289**	.247*	.735**	.977**	.629**	.767**	1	.620**	.625**	.373**	.856**
	Sig. (2-tailed)	<.001	<.001	.012	.034	<.001	<.001	<.001	<.001		<.001	<.001	.001	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X3.10	Pearson Correlation	.543**	.587**	.406**	.389**	.436**	.632**	.983**	.498**	.620**	1	.915**	.518**	.817**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001		<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X3.11	Pearson Correlation	.546**	.528**	.337**	.345**	.406**	.635**	.929**	.468**	.625**	.915**	1	.473**	.781**
	Sig. (2-tailed)	<.001	<.001	.003	.003	<.001	<.001	<.001	<.001	<.001	<.001		<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X3.12	Pearson Correlation	.305**	.502**	.309**	.372**	.342**	.377**	.520**	.394**	.373**	.518**	.473**	1	.601**
	Sig. (2-tailed)	.008	<.001	.007	.001	.003	<.001	<.001	<.001	<.001	<.001	<.001	<.001	
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
Kompensasi	Pearson Correlation	.814**	.761**	.584**	.559**	.762**	.862**	.813**	.806**	.856**	.817**	.781**	.601**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	
	N	74	74	74	74	74	74	74	74	74	74	74	74	74

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

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

		Correlations									Beban Kerja
		X4.1	X4.2	X4.3	X4.4	X4.5	X4.6	X4.7	X4.8	X4.9	
X4.1	Pearson Correlation	1	.623**	.239*	.262*	.278*	.246*	.279*	.875**	.659**	.713**
	Sig. (2-tailed)		<.001	.040	.024	.017	.035	.016	<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
X4.2	Pearson Correlation	.623**	1	.507**	.558**	.185	.309**	.284*	.530**	.976**	.797**
	Sig. (2-tailed)	<.001		<.001	<.001	.115	.007	.014	<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
X4.3	Pearson Correlation	.239*	.507**	1	.805**	.436**	.396**	.424**	.315**	.480**	.713**
	Sig. (2-tailed)	.040	<.001		<.001	<.001	<.001	<.001	.006	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
X4.4	Pearson Correlation	.262*	.558**	.805**	1	.316**	.349**	.317**	.259*	.499**	.674**
	Sig. (2-tailed)	.024	<.001	<.001		.006	.002	.006	.026	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
X4.5	Pearson Correlation	.278*	.185	.436**	.316**	1	.377**	.464**	.285*	.176	.563**
	Sig. (2-tailed)	.017	.115	<.001	.006		<.001	<.001	.014	.134	<.001
	N	74	74	74	74	74	74	74	74	74	74
X4.6	Pearson Correlation	.246*	.309**	.396**	.349**	.377**	1	.611**	.310**	.304**	.645**
	Sig. (2-tailed)	.035	.007	<.001	.002	<.001		<.001	.007	.008	<.001
	N	74	74	74	74	74	74	74	74	74	74
X4.7	Pearson Correlation	.279*	.284*	.424**	.317**	.464**	.611**	1	.318**	.258*	.652**
	Sig. (2-tailed)	.016	.014	<.001	.006	<.001	<.001		.006	.027	<.001
	N	74	74	74	74	74	74	74	74	74	74
X4.8	Pearson Correlation	.875**	.530**	.315**	.259*	.285*	.310**	.318**	1	.532**	.702**
	Sig. (2-tailed)	<.001	<.001	.006	.026	.014	.007	.006		<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
X4.9	Pearson Correlation	.659**	.976**	.480**	.499**	.176	.304**	.258*	.532**	1	.784**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	.134	.008	.027	<.001		<.001
	N	74	74	74	74	74	74	74	74	74	74
Beban Kerja	Pearson Correlation	.713**	.797**	.713**	.674**	.563**	.645**	.652**	.702**	.784**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	
	N	74	74	74	74	74	74	74	74	74	74

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

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

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Turnover Intention
Y.1	Pearson Correlation	1	.495**	.593**	.514**	.546**	.499**	.536**	.638**	.638**	.796**
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
Y.2	Pearson Correlation	.495**	1	.312**	.551**	.486**	.535**	.407**	.372**	.372**	.663**
	Sig. (2-tailed)	<.001		.007	<.001	<.001	<.001	<.001	.001	.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
Y.3	Pearson Correlation	.593**	.312**	1	.697**	.283*	.578**	.633**	.630**	.630**	.777**
	Sig. (2-tailed)	<.001	.007		<.001	.015	<.001	<.001	<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
Y.4	Pearson Correlation	.514**	.551**	.697**	1	.289*	.449**	.629**	.541**	.541**	.760**
	Sig. (2-tailed)	<.001	<.001	<.001		.012	<.001	<.001	<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
Y.5	Pearson Correlation	.546**	.486**	.283*	.289*	1	.397**	.468**	.371**	.371**	.620**
	Sig. (2-tailed)	<.001	<.001	.015	.012		<.001	<.001	.001	.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
Y.6	Pearson Correlation	.499**	.535**	.578**	.449**	.397**	1	.611**	.716**	.716**	.804**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001		<.001	<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
Y.7	Pearson Correlation	.536**	.407**	.633**	.629**	.468**	.611**	1	.478**	.478**	.769**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001		<.001	<.001	<.001
	N	74	74	74	74	74	74	74	74	74	74
Y.8	Pearson Correlation	.638**	.372**	.630**	.541**	.371**	.716**	.478**	1	1.000**	.833**
	Sig. (2-tailed)	<.001	.001	<.001	<.001	.001	<.001	<.001		.000	<.001
	N	74	74	74	74	74	74	74	74	74	74
Y.9	Pearson Correlation	.638**	.372**	.630**	.541**	.371**	.716**	.478**	1.000**	1	.833**
	Sig. (2-tailed)	<.001	.001	<.001	<.001	.001	<.001	<.001	.000		<.001
	N	74	74	74	74	74	74	74	74	74	74
Turnover Intention	Pearson Correlation	.796**	.663**	.777**	.760**	.620**	.804**	.769**	.833**	.833**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	
	N	74	74	74	74	74	74	74	74	74	74

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

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

Uji Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	74	85.1
	Excluded ^a	13	14.9
	Total	87	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.870	12

Case Processing Summary

		N	%
Cases	Valid	74	85.1
	Excluded ^a	13	14.9
	Total	87	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.876	9

Case Processing Summary

		N	%
Cases	Valid	74	85.1
	Excluded ^a	13	14.9
	Total	87	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.928	12

Case Processing Summary

		N	%
Cases	Valid	74	85.1
	Excluded ^a	13	14.9
	Total	87	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.861	9

Case Processing Summary

		N	%
Cases	Valid	74	85.1
	Excluded ^a	13	14.9
	Total	87	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.909	9

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		74
Normal Parameters ^{a,b}	Mean	.6575630
	Std. Deviation	5.54729178
Most Extreme Differences	Absolute	.103
	Positive	.073
	Negative	-.103
Test Statistic		.103
Asymp. Sig. (2-tailed) ^c		.052

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

Uji Multikolonieritas

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Beban Kerja, Work Life Balance, Work Engagement, Kompensasi ^b	.	Enter

- a. Dependent Variable: Turnover Intention
- b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.705 ^a	.498	.469	3.244

- a. Predictors: (Constant), Beban Kerja, Work Life Balance, Work Engagement, Kompensasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	719.194	4	179.799	17.089	<.001 ^b
	Residual	725.954	69	10.521		
	Total	1445.149	73			

- a. Dependent Variable: Turnover Intention
- b. Predictors: (Constant), Beban Kerja, Work Life Balance, Work Engagement, Kompensasi

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions				
				(Constant)	Work Life Balance	Work Engagement	Kompensasi	Beban Kerja
1	1	4.976	1.000	.00	.00	.00	.00	.00
	2	.016	17.527	.77	.00	.01	.03	.01
	3	.004	33.890	.14	.73	.09	.10	.00
	4	.002	47.407	.09	.00	.78	.67	.00
	5	.002	54.915	.00	.27	.12	.20	.99

- a. Dependent Variable: Turnover Intention

Uji Heterokedastisitas

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Beban Kerja, Work Life Balance, Work Engagement, Kompensasi ^b	.	Enter

- a. Dependent Variable: ABS_RES
- b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.201 ^a	.040	-.015	3.14941

- a. Predictors: (Constant), Beban Kerja, Work Life Balance, Work Engagement, Kompensasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	28.669	4	7.167	.723	.579 ^b
	Residual	684.397	69	9.919		
	Total	713.066	73			

- a. Dependent Variable: ABS_RES
- b. Predictors: (Constant), Beban Kerja, Work Life Balance, Work Engagement, Kompensasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.669	2.849		2.692	.009
	Work Life Balance	-.206	.138	-.351	-1.492	.140
	Work Engagement	.031	.223	.042	.139	.890
	Kompensasi	-.055	.159	-.112	-.344	.732
	Beban Kerja	.212	.265	.289	.798	.427

- a. Dependent Variable: ABS_RES

Uji Hipotesis

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Beban Kerja, Work Life Balance, Work Engagement, Kompensasi ^b	.	Enter

a. Dependent Variable: Unstandardized Residual

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.580 ^a	.336	.298	4.64844216

a. Predictors: (Constant), Beban Kerja, Work Life Balance, Work Engagement, Kompensasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8.228	2.935		2.804	.007		
	Work Life Balance	.851	.142	1.019	5.985	<.001	.251	3.984
	Work Engagement	.122	.230	.117	.529	.599	.149	6.709
	Kompensasi	-.332	.164	-.477	-2.024	.047	.131	7.624
	Beban Kerja	-.088	.273	-.084	-.322	.748	.106	9.400

a. Dependent Variable: Turnover Intention

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	755.436	4	188.859	8.740	<.001 ^b
	Residual	1490.953	69	21.608		
	Total	2246.389	73			

a. Dependent Variable: Unstandardized Residual

b. Predictors: (Constant), Beban Kerja, Work Life Balance, Work Engagement, Kompensasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.143	4.206		5.027	<.001
	Work Life Balance	.899	.204	.864	4.414	<.001
	Work Engagement	.160	.329	.123	1.466	<.001
	Kompensasi	.288	.235	.332	1.227	<.001
	Beban Kerja	-.236	.392	-.181	1.601	<.001

a. Dependent Variable: Unstandardized Residual

RIWAYAT HIDUP



Osha Adha Wahyudi dilahirkan di Madiun pada tanggal 23 Februari 2002, anak kedua dari pasangan Bapak Sugeng Riyadi dan Ibu Wuryaning Yuliasuti. Tamat dari SDN 01 Kartoharjo selama 6 tahun dan lulus pada tahun 2015, kemudian melanjutkan ke SMP Negeri 10 Madiun dan lulus pada tahun 2018. Setelah itu melanjutkan pendidikan ke SMKN 3 Kimia Madiun dan lulus pada tahun 2021.

Pendidikan berikutnya ditempuh di Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas PGRI Madiun mulai tahun 2021 sampai dengan tahun 2025. Semasa menjadi mahasiswa, tergabung dalam UKM Basket.