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L A M P I R A N

LAMPIRAN KUESIONER PENELITIAN
PENGARUH *TOXIC LEADERSHIP, JOB STRESS* DAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP *TURNOVER INTENTION* PADA KARYAWAN

(Studi Kasus Di PT. Galempa Sejahtera Bersama Cabang Simpang Perigi Empat Lawang**)**

Peran dan partisipasi saudara/I dalam memberikan penilaian terhadap berbagai pernyataan kuesioner ini sangat membantu keberhasilan penelitian yang sedang dilakukan. Atas perhatian dan kerjasama yang baik, peneliti mengucapkan terima kasih.

I. Identitas Peneliti

Nama	: Kurniawan Agusman
NPM	: 2161201118
Program Studi	: Manajemen
Fakultas	: Ekonomi dan Bisnis
Perguruan Tinggi	: Universitas Muhammadiyah Bengkulu

II. Identitas Responden

Nama	:
Jenis Kelamin	: ☐ laki-laki ☐ Perempuan
Usia (Tahun)	: ☐ 21-30 ☐ 31-40 ☐ 41-50
Pendidikan	: ☐ SD ☐ SMP ☐ SMA

III. Petunjuk Pengisian Identitas Responden

Berilah jawaban/ tanggapan atas pernyataan berikut ini sesuai dengan pendapat anda, dengan cara memberi tanda (√) pada kolom yang disediakan.

STS	= Sangat Tidak Setuju	Skor 1
TS	= Tidak Setuju	Skor 2
N	= Netral	Skor 3
S	= Setuju	Skor 4
SS	= Sangat Setuju	Skor 5

A. Pernyataan yang berhubungan dengan *Toxic Leadership* (X_1)

No	Pernyataan	Skor				
		STS	TS	N	S	SS
Pengawasan Yang Kasar						
1	Pemimpin memberi perlakuan yang kurang baik					
2	Pemimpin sering berselisih dengan karyawan					
Kepemimpinan Otoriter						
3	Pemimpin selalu berupaya mengerahkan otoritas kepada bawahan					
4	Pemimpin selalu mengontrol berlebihan terhadap sikap dan perilaku karyawan					
Narsisme						
5	Pemimpin memiliki sikap narsistik yang tinggi					
6	Pemimpin memiliki sikap arogan terhadap bawahan					
Ketidakpastian						
7	Pemimpin bertindak semaunya dan tidak dapat diprediksi					
8	Pemimpin membuat bawahan takut akan perubahan sikap yang berubah-ubah					

Sumber: Paltu & Brouwers

B. Pernyataan yang berhubungan dengan *Job Stress* (X_2)

No	Pernyataan	Skor				
		STS	TS	N	S	SS
Kebingungan Peran (*Role Ambiguity*)						
1	Saya mampu menjalankan peran yang diberikan perusahaan					
Konflik Peran (*Role Conflict*)						
2	Saya mampu berkomunikasi dengan baik apabila konflik terjadi antara karyawan dan atasan					
Ketersediaan Waktu (*Time Availability*)						
3	Saya mampu melaksanakan setiap pekerjaan yang diberikan perusahaan sesuai waktu yang ditentukan					
Kelebihan Beban Kerja (*Role Overload Quantitative*)						
4	Beban kerja yang diberikan perusahaan dapat saya kerjakan dengan baik					
Pengembangan Karir (*Career Development*)						
5	Saya mampu meningkatkan kinerja untuk pengembangan karir yang diberikan perusahaan					
Tanggung Jawab (*Responsibility*)						

6	Saya mampu menjalankan tanggung jawab yang telah ditetapkan perusahaan					

Sumber: Istijanto dalam Ratnasari

C. Pernyataan yang berhubungan dengan *Perceived Organizational Support* (X_3)

No	Pernyataan	Skor				
		STS	**TS**	**N**	**S**	**SS**
Keadilan						
1	Perusahaan adil dalam memperlakukan semua karyawan					
Dukungan Dari Atasan						
2	Saya merasa didukung oleh atasan untuk bertahan di perusahaan					
Penghargaan Organisasi						
3	Perusahaan menghargai kontribusi yang telah saya lakukan					
Kondisi Kerja						
4	Saya merasa aman bekerja di perusahaan					
Kepedulian Terhadap Kesejahteraan						
5	Saya diperhatikan oleh perusahaan baik itu dari fisik maupun pekerjaan					
Kepuasan Sebagai Bagian Organisasi						
6	Saya merasa puas menjadi bagian dari perusahaan					
Bantuan Saat Ada Masalah						
7	Perusahaan bersedia membantu karyawan bila terjadi masalah					

Sumber: Eisenberger

D. Pernyataan yang berhubungan dengan *Turnover Intention* (Y)

No	Pernyataan	Skor				
		STS	**TS**	**N**	**S**	**SS**
Niat Keluar						
1	Saya berpikir untuk keluar dari pekerjaan ini					
Pekerjaan Lain						
2	Saya sudah tidak nyaman lagi dengan pekerjaan ini sehingga lebih baik mencari pekerjaan lainnya					
Dukungan						
3	Saat ini saya sedang mencari pekerjaan baru					
4	Saya dihubungi beberapa teman untuk bekerja di tempat lain					

5	Saya akan keluar dari perusahaan ini dalam waktu dekat					
6	Saya akan keluar dari pekerjaan ini apabila ada perusahaan lain yang menawarkan gaji besar					
Emosional						
7	Saya merasa tidak nyaman kepada atasan maupun karyawan					
Kepuasan Kerja						
8	Saya merasa tidak dihargai oleh atasan maupun karyawan					

Sumber: Robbins

Hasil Uji Instrumen:

Toxic Leadership (X_1)

Correlations

		TL1	TL2	TL3	TL4	TL5	TL6	TL7	TL8	TOTAL.TL
TL1	Pearson Correlation	1	.275*	.424**	.238	.147	.177	.129	.355**	.635**
	Sig. (2-tailed)		.034	.001	.067	.262	.176	.326	.005	.000
	N	60	60	60	60	60	60	60	60	60
TL2	Pearson Correlation	.275*	1	.295*	.286*	.138	.103	.080	.323*	.560**
	Sig. (2-tailed)	.034		.022	.027	.294	.434	.543	.012	.000
	N	60	60	60	60	60	60	60	60	60
TL3	Pearson Correlation	.424**	.295*	1	.136	.217	.166	.220	.395**	.652**
	Sig. (2-tailed)	.001	.022		.301	.095	.205	.091	.002	.000
	N	60	60	60	60	60	60	60	60	60
TL4	Pearson Correlation	.238	.286*	.136	1	.102	.057	.194	.342**	.529**
	Sig. (2-tailed)	.067	.027	.301		.439	.668	.138	.007	.000
	N	60	60	60	60	60	60	60	60	60
TL5	Pearson Correlation	.147	.138	.217	.102	1	-.099	.094	.299*	.419**
	Sig. (2-tailed)	.262	.294	.095	.439		.453	.476	.020	.001
	N	60	60	60	60	60	60	60	60	60
TL6	Pearson Correlation	.177	.103	.166	.057	-.099	1	.083	.270*	.408**
	Sig. (2-tailed)	.176	.434	.205	.668	.453		.527	.037	.001
	N	60	60	60	60	60	60	60	60	60
TL7	Pearson Correlation	.129	.080	.220	.194	.094	.083	1	.215	.469**
	Sig. (2-tailed)	.326	.543	.091	.138	.476	.527		.099	.000
	N	60	60	60	60	60	60	60	60	60
TL8	Pearson Correlation	.355**	.323*	.395**	.342**	.299*	.270*	.215	1	.722**
	Sig. (2-tailed)	.005	.012	.002	.007	.020	.037	.099		.000
	N	60	60	60	60	60	60	60	60	60
TOTAL.TL	Pearson Correlation	.635**	.560**	.652**	.529**	.419**	.408**	.469**	.722**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.001	.000	.000	
	N	60	60	60	60	60	60	60	60	60

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

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

Reliability Statistics

Cronbach's Alpha	N of Items
.668	8

Job Stress (X_2)

Correlations

		JS1	JS2	JS3	JS4	JS5	JS6	TOTAL.JS
JS1	Pearson Correlation	1	.406**	.259*	.250	.097	.117	.612**
	Sig. (2-tailed)		.001	.046	.054	.460	.374	.000
	N	60	60	60	60	60	60	60
JS2	Pearson Correlation	.406**	1	.282*	.171	.234	.093	.612**
	Sig. (2-tailed)	.001		.029	.190	.072	.480	.000
	N	60	60	60	60	60	60	60
JS3	Pearson Correlation	.259*	.282*	1	.362**	.139	.020	.595**
	Sig. (2-tailed)	.046	.029		.004	.289	.878	.000
	N	60	60	60	60	60	60	60
JS4	Pearson Correlation	.250	.171	.362**	1	.300*	.219	.664**
	Sig. (2-tailed)	.054	.190	.004		.020	.093	.000
	N	60	60	60	60	60	60	60
JS5	Pearson Correlation	.097	.234	.139	.300*	1	.168	.547**
	Sig. (2-tailed)	.460	.072	.289	.020		.198	.000
	N	60	60	60	60	60	60	60
JS6	Pearson Correlation	.117	.093	.020	.219	.168	1	.468**
	Sig. (2-tailed)	.374	.480	.878	.093	.198		.000
	N	60	60	60	60	60	60	60
TOTAL.JS	Pearson Correlation	.612**	.612**	.595**	.664**	.547**	.468**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	60	60	60	60	60	60	60

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

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

Reliability Statistics

Cronbach's Alpha	N of Items
.610	6

Perceived Organizational Support (X_3)

Correlations

		POS1	POS2	POS3	POS4	POS5	POS6	POS7	TOTAL.POS
POS1	Pearson Correlation	1	-.021	.159	.138	.024	.142	.000	.374**
	Sig. (2-tailed)		.875	.225	.295	.856	.278	.999	.003
	N	60	60	60	60	60	60	60	60
POS2	Pearson Correlation	-.021	1	.132	.113	.282*	.104	.204	.433**
	Sig. (2-tailed)	.875		.315	.389	.029	.428	.118	.001
	N	60	60	60	60	60	60	60	60
POS3	Pearson Correlation	.159	.132	1	.115	.341**	.227	.059	.527**
	Sig. (2-tailed)	.225	.315		.380	.008	.081	.657	.000
	N	60	60	60	60	60	60	60	60
POS4	Pearson Correlation	.138	.113	.115	1	.355**	.422**	.335**	.666**
	Sig. (2-tailed)	.295	.389	.380		.005	.001	.009	.000
	N	60	60	60	60	60	60	60	60
POS5	Pearson Correlation	.024	.282*	.341**	.355**	1	.316*	.098	.634**
	Sig. (2-tailed)	.856	.029	.008	.005		.014	.459	.000
	N	60	60	60	60	60	60	60	60
POS6	Pearson Correlation	.142	.104	.227	.422**	.316*	1	.280*	.655**
	Sig. (2-tailed)	.278	.428	.081	.001	.014		.030	.000
	N	60	60	60	60	60	60	60	60
POS7	Pearson Correlation	.000	.204	.059	.335**	.098	.280*	1	.533**
	Sig. (2-tailed)	.999	.118	.657	.009	.459	.030		.000
	N	60	60	60	60	60	60	60	60
TOTAL.POS	Pearson Correlation	.374**	.433**	.527**	.666**	.634**	.655**	.533**	1
	Sig. (2-tailed)	.003	.001	.000	.000	.000	.000	.000	
	N	60	60	60	60	60	60	60	60

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

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

Reliability Statistics

Cronbach's Alpha	N of Items
.613	7

Turnover Intention (Y)

Correlations

		TI1	TI2	TI3	TI4	TI5	TI6	TI7	TI8	TOTAL.TI
TI1	Pearson Correlation	1	.382**	.433**	-.066	.189	.094	.019	.034	.503**
	Sig. (2-tailed)		.003	.001	.614	.147	.473	.887	.796	.000
	N	60	60	60	60	60	60	60	60	60
TI2	Pearson Correlation	.382**	1	.551**	.154	.284*	.220	-.060	.062	.625**
	Sig. (2-tailed)	.003		.000	.240	.028	.091	.650	.636	.000
	N	60	60	60	60	60	60	60	60	60
TI3	Pearson Correlation	.433**	.551**	1	.079	.206	.255*	-.001	.182	.650**
	Sig. (2-tailed)	.001	.000		.551	.114	.049	.994	.163	.000
	N	60	60	60	60	60	60	60	60	60
TI4	Pearson Correlation	-.066	.154	.079	1	.218	.255*	.309*	.137	.504**
	Sig. (2-tailed)	.614	.240	.551		.095	.049	.016	.296	.000
	N	60	60	60	60	60	60	60	60	60
TI5	Pearson Correlation	.189	.284*	.206	.218	1	.243	.054	.037	.533**
	Sig. (2-tailed)	.147	.028	.114	.095		.061	.684	.778	.000
	N	60	60	60	60	60	60	60	60	60
TI6	Pearson Correlation	.094	.220	.255*	.255*	.243	1	.128	.121	.538**
	Sig. (2-tailed)	.473	.091	.049	.049	.061		.331	.358	.000
	N	60	60	60	60	60	60	60	60	60
TI7	Pearson Correlation	.019	-.060	-.001	.309*	.054	.128	1	.242	.405**
	Sig. (2-tailed)	.887	.650	.994	.016	.684	.331		.063	.001
	N	60	60	60	60	60	60	60	60	60
TI8	Pearson Correlation	.034	.062	.182	.137	.037	.121	.242	1	.426**
	Sig. (2-tailed)	.796	.636	.163	.296	.778	.358	.063		.001
	N	60	60	60	60	60	60	60	60	60
TOTAL.TI	Pearson Correlation	.503**	.625**	.650**	.504**	.533**	.538**	.405**	.426**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.001	
	N	60	60	60	60	60	60	60	60	60

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

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

Reliability Statistics

Cronbach's Alpha	N of Items
.621	8

Hasil Uji Normalitas:

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		60
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.19228503
Most Extreme Differences	Absolute	.057
	Positive	.051
	Negative	-.057
Test Statistic		.057
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

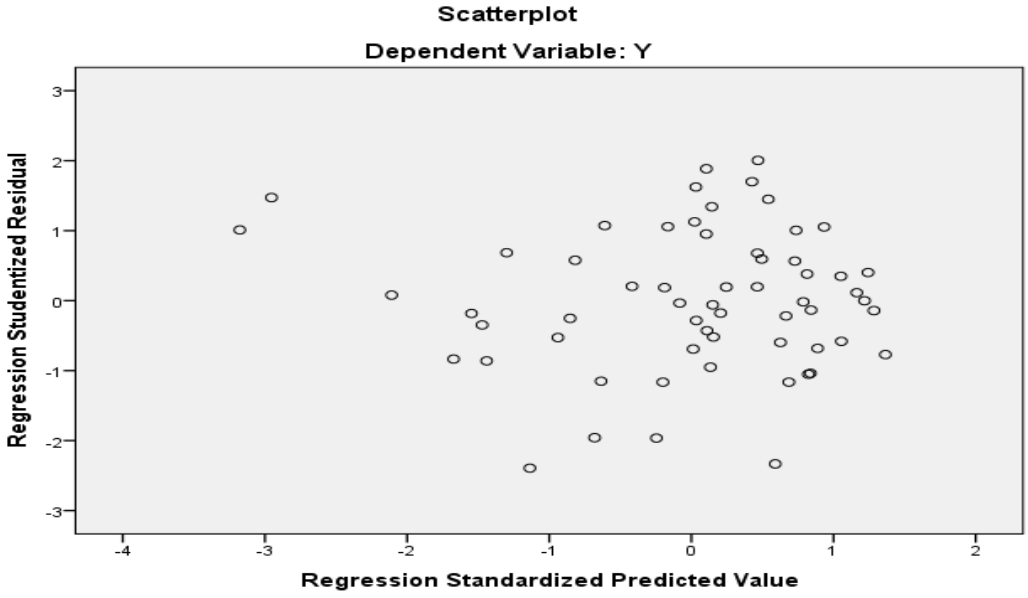
Hasil Uji Multikolonieritas:

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	X1	.636	1.571
	X2	.566	1.767
	X3	.640	1.563

a. Dependent Variable: Y

Hasil Uji Heterokesdastisitas:



Hasil Analisis Regresi Linier Berganda:

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-4.238	2.343		-1.809	.076
	X1	.462	.083	.401	5.532	.000
	X2	.255	.094	.209	2.710	.009
	X3	.554	.086	.468	6.466	.000

a. Dependent Variable: Y

Nilai Koefisien Determinasi Hasil Penelitian:

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.901[a]	.812	.802	2.250

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Hasil Hipotesis Uji T:

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-4.238	2.343		-1.809	.076
	X1	.462	.083	.401	5.532	.000
	X2	.255	.094	.209	2.710	.009
	X3	.554	.086	.468	6.466	.000

a. Dependent Variable: Y

Hasil Hipotesis Uji F:

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1227.289	3	409.096	80.792	.000[b]
	Residual	283.561	56	5.064		
	Total	1510.850	59			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

R Tabel:

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
51	0.2284	0.2706	0.3188	0.3509	0.4393
52	0.2262	0.2681	0.3158	0.3477	0.4354
53	0.2241	0.2656	0.3129	0.3445	0.4317
54	0.2221	0.2632	0.3102	0.3415	0.4280
55	0.2201	0.2609	0.3074	0.3385	0.4244
56	0.2181	0.2586	0.3048	0.3357	0.4210
57	0.2162	0.2564	0.3022	0.3328	0.4176
58	0.2144	0.2542	0.2997	0.3301	0.4143
59	0.2126	0.2521	0.2972	0.3274	0.4110
60	0.2108	0.2500	0.2948	0.3248	0.4079
61	0.2091	0.2480	0.2925	0.3223	0.4048
62	0.2075	0.2461	0.2902	0.3198	0.4018
63	0.2058	0.2441	0.2880	0.3173	0.3988
64	0.2042	0.2423	0.2858	0.3150	0.3959
65	0.2027	0.2404	0.2837	0.3126	0.3931
66	0.2012	0.2387	0.2816	0.3104	0.3903
67	0.1997	0.2369	0.2796	0.3081	0.3876
68	0.1982	0.2352	0.2776	0.3060	0.3850
69	0.1968	0.2335	0.2756	0.3038	0.3823
70	0.1954	0.2319	0.2737	0.3017	0.3798
71	0.1940	0.2303	0.2718	0.2997	0.3773
72	0.1927	0.2287	0.2700	0.2977	0.3748
73	0.1914	0.2272	0.2682	0.2957	0.3724
74	0.1901	0.2257	0.2664	0.2938	0.3701
75	0.1888	0.2242	0.2647	0.2919	0.3678
76	0.1876	0.2227	0.2630	0.2900	0.3655
77	0.1864	0.2213	0.2613	0.2882	0.3633
78	0.1852	0.2199	0.2597	0.2864	0.3611
79	0.1841	0.2185	0.2581	0.2847	0.3589
80	0.1829	0.2172	0.2565	0.2830	0.3568
81	0.1818	0.2159	0.2550	0.2813	0.3547
82	0.1807	0.2146	0.2535	0.2796	0.3527
83	0.1796	0.2133	0.2520	0.2780	0.3507
84	0.1786	0.2120	0.2505	0.2764	0.3487
85	0.1775	0.2108	0.2491	0.2748	0.3468
86	0.1765	0.2096	0.2477	0.2732	0.3449
87	0.1755	0.2084	0.2463	0.2717	0.3430
88	0.1745	0.2072	0.2449	0.2702	0.3412
89	0.1735	0.2061	0.2435	0.2687	0.3393

T Tabel:

Titik Persentase Distribusi t (df = 41 – 80)

Pr / df	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526

F Tabel:

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04	2.00	1.97	1.94	1.91	1.89
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04	2.00	1.96	1.93	1.91	1.88
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03	1.99	1.96	1.93	1.90	1.88
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03	1.99	1.96	1.93	1.90	1.88
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03	1.99	1.95	1.92	1.89	1.87
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02	1.98	1.95	1.92	1.89	1.87
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02	1.98	1.94	1.91	1.89	1.86
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01	1.97	1.93	1.90	1.88	1.85
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00	1.96	1.92	1.89	1.87	1.84
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00	1.96	1.92	1.89	1.86	1.84
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99	1.95	1.92	1.89	1.86	1.84
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99	1.95	1.91	1.88	1.86	1.83
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99	1.95	1.91	1.88	1.85	1.83
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.85	1.82
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.84	1.82
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98	1.93	1.90	1.87	1.84	1.82
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97	1.93	1.90	1.87	1.84	1.82
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97	1.93	1.90	1.86	1.84	1.81
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97	1.93	1.89	1.86	1.84	1.81
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97	1.93	1.89	1.86	1.83	1.81
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
74	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96	1.92	1.89	1.85	1.83	1.80
75	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.83	1.80
76	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.82	1.80
77	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96	1.92	1.88	1.85	1.82	1.80
78	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.80
79	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.79
80	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95	1.91	1.88	1.84	1.82	1.79
81	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.82	1.79
82	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.81	1.79
83	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.91	1.87	1.84	1.81	1.79
84	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.90	1.87	1.84	1.81	1.79
85	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.79
86	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.78
87	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.87	1.83	1.81	1.78
88	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.86	1.83	1.81	1.78
89	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78
90	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78

TABULASI DATA :

Resp	Toxic Leadership (X1)								Total TL
	TL.1	TL.2	TL.3	TL.4	TL.5	TL.6	TL.7	TL.8	
1	5	4	4	5	5	3	5	5	36
2	3	3	3	3	5	3	5	3	28
3	3	3	3	3	5	4	3	2	26
4	5	3	5	3	3	5	5	4	33
5	5	3	4	5	3	3	5	5	33
6	3	5	5	4	4	5	5	5	36
7	2	3	3	4	4	5	5	5	31
8	5	5	3	5	4	2	2	3	29
9	3	4	4	3	5	3	3	3	28
10	4	3	2	3	5	4	3	3	27
11	3	2	4	4	5	3	2	5	28
12	4	4	5	4	5	5	4	4	35
13	3	3	3	3	5	5	4	5	31
14	2	3	2	4	5	3	3	3	25
15	3	4	3	3	3	4	5	3	28
16	4	2	2	2	4	5	3	3	25
17	2	3	3	4	3	2	5	3	25
18	3	4	4	3	5	5	3	5	32
19	2	2	2	5	2	5	2	3	23
20	3	3	2	2	3	2	2	2	19
21	4	4	4	3	5	3	2	4	29
22	2	2	3	2	3	2	4	2	20
23	3	4	2	3	2	4	3	4	25
24	4	3	4	5	4	3	4	5	32
25	5	3	3	4	2	5	5	3	30
26	4	4	5	3	3	2	3	4	28
27	3	2	4	2	4	4	3	5	27
28	2	3	3	5	5	2	4	3	27
29	5	4	2	5	5	3	5	5	34
30	3	5	3	4	4	4	5	4	32
31	4	3	4	3	4	3	3	3	27
32	3	4	3	5	3	5	4	3	30
33	5	3	5	3	5	5	5	5	36
34	3	5	4	4	3	3	2	3	27
35	5	4	3	5	4	5	3	5	34
36	5	4	5	3	5	5	4	4	35
37	3	3	4	5	5	4	5	4	33
38	2	5	3	3	4	3	4	3	27
39	3	5	5	4	5	5	3	5	35
40	4	3	5	5	5	4	5	3	34
41	2	3	3	4	3	4	5	4	28
42	3	4	5	4	4	3	4	5	32
43	4	4	4	5	5	4	5	3	34
44	5	4	4	4	3	5	3	4	32
45	3	5	3	3	5	4	4	4	31
46	4	3	5	4	4	3	5	3	31
47	5	4	3	5	5	3	5	5	35
48	3	2	4	3	4	4	5	3	28
49	2	3	3	5	3	5	3	4	28
50	4	4	3	5	5	3	5	5	34
51	5	5	4	5	5	4	3	5	36
52	5	5	5	5	3	5	3	4	35
53	5	3	5	5	5	3	4	5	35
54	5	4	5	5	5	5	3	5	37
55	5	5	5	4	4	5	5	5	38
56	5	5	5	3	5	3	5	5	36
57	3	5	3	5	5	4	4	5	34
58	3	5	5	5	5	3	5	5	36
59	4	5	4	4	3	5	5	5	35
60	5	5	5	5	4	5	5	4	38

Resp	Job Stress (X2)						Total JS
	JS.1	JS.2	JS.3	JS.4	JS.5	JS.6	
1	3	3	5	5	4	5	25
2	2	3	2	4	3	2	16
3	2	4	3	3	4	3	19
4	2	4	2	2	4	4	18
5	4	3	3	5	3	5	23
6	5	4	4	3	3	3	22
7	4	4	4	5	3	5	25
8	5	5	5	5	2	3	25
9	3	3	4	5	3	3	21
10	5	3	3	2	2	5	20
11	2	2	2	2	3	2	13
12	3	3	5	5	4	3	23
13	5	5	5	5	5	3	28
14	2	3	3	3	2	2	15
15	5	2	4	4	2	2	19
16	2	2	3	3	2	5	17
17	5	5	5	2	3	3	23
18	5	4	4	3	5	3	24
19	2	2	2	2	2	5	15
20	3	3	2	2	2	2	14
21	2	2	5	5	5	2	21
22	3	2	2	2	3	2	14
23	4	3	3	3	3	3	19
24	3	5	2	2	5	2	19
25	2	3	3	4	4	4	20
26	5	5	5	5	5	2	27
27	3	4	5	4	3	5	24
28	2	2	3	5	5	5	22
29	4	3	2	4	5	5	23
30	5	5	4	5	5	5	29
31	2	2	5	5	5	5	24
32	5	3	2	5	5	5	25
33	4	4	2	4	5	3	22
34	3	3	3	3	3	5	20
35	2	3	5	2	2	2	16
36	5	2	4	3	3	3	20
37	4	4	5	4	5	4	26
38	3	2	3	5	4	5	22
39	2	3	4	4	5	4	22
40	4	5	3	3	3	5	23
41	3	3	3	1	4	5	19
42	2	4	5	3	5	4	23
43	4	5	5	5	5	5	29
44	3	4	2	3	4	2	18
45	5	5	3	5	3	4	25
46	3	5	5	4	4	3	24
47	5	3	5	5	5	2	25
48	5	4	5	5	2	5	26
49	5	5	5	5	3	5	28
50	5	3	5	4	2	3	22
51	4	3	5	5	5	5	27
52	5	5	2	5	5	5	27
53	5	2	2	3	5	5	22
54	4	5	5	4	5	4	27
55	5	4	5	5	5	5	29
56	5	5	5	5	5	3	28
57	3	5	5	3	5	5	26
58	5	2	5	2	5	3	22
59	5	5	5	2	4	5	26
60	5	5	3	4	5	5	27

Resp	Perceived Organizational support (X3)							
	POS.1	POS.2	POS.3	POS.4	POS.5	POS.6	POS.7	Total POS
1	3	4	4	3	5	5	3	27
2	4	3	3	3	3	2	3	21
3	5	3	5	4	4	3	3	27
4	5	4	3	3	5	4	3	27
5	4	5	4	5	5	5	4	32
6	5	2	2	5	4	5	3	26
7	4	5	3	5	3	3	5	28
8	4	4	5	4	3	5	5	30
9	5	5	4	3	4	4	3	28
10	5	4	3	4	3	3	3	25
11	4	3	3	4	3	3	3	23
12	3	5	5	5	5	5	4	32
13	4	5	2	5	3	4	3	26
14	5	2	5	4	2	5	3	26
15	2	5	4	3	3	3	3	23
16	2	5	3	3	3	3	3	22
17	2	5	3	5	4	4	5	28
18	2	4	5	4	5	3	5	28
19	5	3	2	3	3	2	3	21
20	2	2	3	1	2	3	3	16
21	3	4	4	3	5	3	3	25
22	2	3	3	2	2	3	2	17
23	4	5	2	3	2	5	2	23
24	3	5	4	3	5	5	2	27
25	5	5	2	2	2	4	5	25
26	4	5	3	5	5	4	2	28
27	3	5	5	5	4	5	5	32
28	5	3	5	5	5	5	5	33
29	4	5	5	4	5	5	3	31
30	5	5	5	5	5	5	5	35
31	5	5	5	3	3	5	5	31
32	5	5	4	5	5	5	5	34
33	5	5	3	5	5	5	5	33
34	5	5	2	3	3	3	5	26
35	2	5	5	4	5	3	5	29
36	4	5	4	5	5	5	5	33
37	5	5	5	5	5	5	5	35
38	5	5	4	3	5	5	5	32
39	3	5	3	4	5	5	5	30
40	2	5	5	5	5	5	5	32
41	5	4	3	5	5	5	4	31
42	5	5	4	5	3	4	5	31
43	5	4	5	5	5	5	5	34
44	5	5	4	5	5	4	5	33
45	5	4	5	5	5	5	5	34
46	4	5	2	5	3	2	5	26
47	5	4	5	5	5	5	5	34
48	5	5	5	4	4	4	3	30
49	5	5	5	5	5	5	5	35
50	5	3	4	5	2	5	4	28
51	5	5	5	5	2	4	2	28
52	3	4	2	4	5	5	5	28
53	5	5	5	2	2	5	5	29
54	5	5	5	1	5	2	2	25
55	5	5	5	5	5	2	2	29
56	5	5	5	2	5	2	2	26
57	5	4	5	2	2	2	5	25
58	5	5	5	5	5	5	2	32
59	5	3	5	5	5	5	2	30
60	5	5	5	2	5	5	2	29

Resp	Turnover Intention (Y)								Total TI
	TI.1	TI.2	TI.3	TI.4	TI.5	TI.6	TI.7	TI.8	
1	5	5	5	5	3	2	5	5	35
2	2	2	4	2	2	5	2	5	24
3	3	3	2	3	5	4	2	5	27
4	5	2	3	3	2	3	5	5	28
5	5	3	4	4	3	5	3	5	32
6	3	4	2	5	5	3	5	5	32
7	5	5	4	3	5	5	2	2	31
8	5	2	3	4	5	5	5	3	32
9	5	5	5	2	3	3	2	5	30
10	2	2	2	5	2	3	5	5	26
11	4	3	3	3	2	2	2	5	24
12	4	3	5	4	3	5	5	5	34
13	2	2	2	5	5	5	5	5	31
14	2	3	2	2	5	3	5	5	27
15	2	2	3	2	3	4	2	3	21
16	2	3	2	4	4	2	3	2	22
17	5	5	3	5	5	4	2	2	31
18	5	4	4	3	3	4	5	3	31
19	5	2	2	4	2	2	3	2	22
20	3	2	2	2	3	2	2	3	19
21	4	2	2	2	2	5	5	2	24
22	3	2	2	2	2	3	4	3	21
23	2	3	4	3	4	2	3	2	23
24	4	4	2	2	2	5	2	5	26
25	2	3	4	4	3	4	3	3	26
26	5	5	5	2	2	2	5	5	31
27	5	3	5	2	5	3	2	5	30
28	5	5	5	3	5	3	4	5	35
29	5	5	5	3	3	5	3	5	34
30	5	5	5	5	5	5	5	2	37
31	5	5	3	2	5	4	4	2	30
32	3	4	5	5	5	5	5	5	37
33	5	5	5	5	4	3	4	4	35
34	5	2	3	2	5	2	5	5	29
35	5	5	5	3	5	5	2	5	35
36	5	5	5	5	4	5	4	2	35
37	5	5	5	5	5	5	2	5	37
38	5	5	5	3	5	5	3	3	34
39	5	3	3	2	2	4	5	5	29
40	5	4	5	2	5	5	5	4	35
41	2	5	3	5	3	5	5	5	33
42	4	5	4	4	5	3	4	5	34
43	5	5	5	2	5	4	5	5	36
44	5	5	3	5	5	5	4	5	37
45	5	5	5	2	5	5	2	4	33
46	2	2	2	5	5	5	5	5	31
47	4	5	5	5	5	5	4	5	38
48	5	4	4	5	5	3	3	5	34
49	5	2	3	3	5	5	5	5	33
50	5	3	2	5	4	4	5	5	33
51	5	5	5	4	3	5	4	5	36
52	2	5	4	5	2	5	5	5	33
53	5	3	5	5	5	5	5	5	38
54	5	2	5	5	4	4	5	5	35
55	5	3	5	5	5	5	4	5	37
56	5	4	5	5	3	5	5	5	37
57	5	5	5	2	5	4	5	5	36
58	5	5	5	4	4	5	5	5	38
59	2	4	5	5	5	5	5	5	36
60	5	5	2	5	5	5	5	5	37