

DAFTAR PUSTAKA

- Afandi, Pandi. 2018. *Manajemen Sumber Daya Manusia: Teori, Konsep dan Indikator*. Pekanbaru: Zanafra Pubishing.
- Arifudin, O. (2019). Pengaruh Kompensasi Terhadap Kinerja Karyawan Di Pt. Global (Pt.Gm). *Jurnal Ilmiah MEA (Manajemen, Ekonomi, & Akuntansi)*, 3(2), 184–190. <https://doi.org/10.31955/mea.vol3.iss2.pp18>
- Aswarudin. (2023). KOMPENSASI. *Jurnal Penelitian Pendidikan Indonesia*, 1(1), 57–64. <https://doi.org/XX..XXXXX/JPP>
- Alshammari, F. (2021). Job Satisfaction and Employee Retention: The Mediating Role of Organizational Commitment.
- Bahrin, K., & Yusuf, M. (2022). Pengaruh Kompensasi Dan Kepuasan Kerja Terhadap Retensi Karyawan (Studi Kasus Pada PT . Interaktif Media Siber). *Jurnal Entrepreneur Dan Manajemen Sains (JEMS)*, 3(2), 260–271.
- Dessler, G. (2002). *Manajemen Sumber Daya Manusia*. Jakarta: Prenhallindo.
- Djoko Soelistya, D. (2021). Strong Point Kinerja Karyawan. In *Jurnal Ilmu Pendidikan* (Vol. 7, Issue 2).
- Fardlani, aris M. (2016). Analisis Pengaruh Kompensasi Manajemen Terhadap Kinerja Perusahaan. *Jurnal Manajemen Dan Bisnis*, 7(1), 1–24.
- Handoko, T. H. (2003). *Manajemen Personalia dan Sumber Daya Manusia*. Yogyakarta: BPFE.
- Hidayat, R. (2021). Pengaruh Pelatihan dan Pengembangan Karyawan terhadap Retensi Karyawan.
- Imran, M. (2020). Training and Development Practices and Employee Retention.
- Irawan et al. (2024). *Pengembangan Sumber Daya Manusia Yang Berkelanjutan (Strategi Untuk Meningkatkan dan Kompetensi Dalam Organisasi)*. PENERBIT CV. EUREKA MEDIA AKSARA.
- Khan, N. (2020). The Impact of Compensation on Employee Retention.
- Kenelak, D. (2016). Pengaruh Kompensasi Terhadap Kinerja Karyawan Pada Koperasi Serba Usaha Baliem Arabica Di Kabupaten Jayawijaya. *Jurnal Administrasi Bisnis (Jab)*, 4(4), 1–10.
- Mangkunegara, A. A. Anwar Prabu. (2014). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT Remaja Rosdakarya.

- Moleong, L. J. (2010). *Metodologi penelitian kualitatif* (Revisi). Remaja Rosdakarya.
- Ningsih, D. (2024). Pengaruh Kompensasi, Kepuasan Kerja, Dan Pengembangan Karir Terhadap Retensi Karyawan Di Pt Artha Devata Utama. *Values*, 3(9), 2657–2668.
- Pradipta, P. S. A. (2019). Pengaruh Kompensasi, Kepuasan Kerja Dan Pengembangan Karir Terhadap Retensi Karyawan. 8(4), 2409–2437.
- Riniwati, H. (2016). *Manajemen Sumber Daya Manusia: Aktivitas Utama dan Pengembangan SDM*. Malang: UB Press.
- Rombaut, E. (2020). *Employee Retention: A Review of the Literature and Implications for Organizations*.
- Sarah Munparidah. (2023). Pengaruh Kompensasi Dan Disiplin Kerja Terhadap Kinerja Karyawan (Sensus Pada Bengkel Per Mobil Cahya Fajar Magelang). *Maeswara : Jurnal Riset Ilmu Manajemen Dan Kewirausahaan*, 1(4), 19–31. <https://doi.org/10.61132/maeswara.v1i4.59>
- Sentika, S. (2022). *Perencanaan Strategi Sumber Daya Manusia*. Infes Media CV. Intelektual Manifes Media.
- Setyawati, A. (2024). Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan (Perseroda) Di Kabupaten Tabalong. *Jurnal Stiatabalong*, 7(1), 69–78.
- Sitepu, J. (2020). *Manajemen Sumber Daya Manusia (Pendekatan Profesional)*. Cv. Media Sains Indonesia Melong Asih Regency B40 - Cijerah Kota Bandung - Jawa Barat. www.medsan.co.id
- Sinambela, L. P. (2016). *Manajemen Sumber Daya Manusia: Membangun Tim Kerja yang Solid untuk Meningkatkan Kinerja*. Jakarta: Bumi Aksara.
- Siswanto, B. (2003). *Manajemen Tenaga Kerja Indonesia: Pendekatan Administratif dan Operasional*. Jakarta: Bumi Aksara.
- Soleha, L. K., & Hadiat, E. (2014). Pengaruh Kompensasi, Pengembangan Karier, Dan Disiplin Kerja Terhadap Kinerja Pegawai Dinas Pendapatan Daerah Kota Cimahi. *Jurnal Ekonomi, Bisnis & Entrepreneurship*, 8(2), 99–110.
- Sugiyono. (2013). *Metodologi Penelitian Kuantitatif, Kualitatif dan R & D*.
- Wau, J. (2021). Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Di Kantor Camat Somambawa Kabupaten Nias Selatan. *Jurnal Ilmiah Mahasiswa Nias Selatan*, 4(2), 203–212.

Widodo, S. E. (2018). Manajemen Pengembangan Sumber Daya Manusia. Yogyakarta: Pustaka Pelajar.

Yusuf, B. (2015). Manajemen Sumber Daya Manusia di Lembaga Keuangan Syariah. Jakarta: Rajawali Pers.



L

A

M

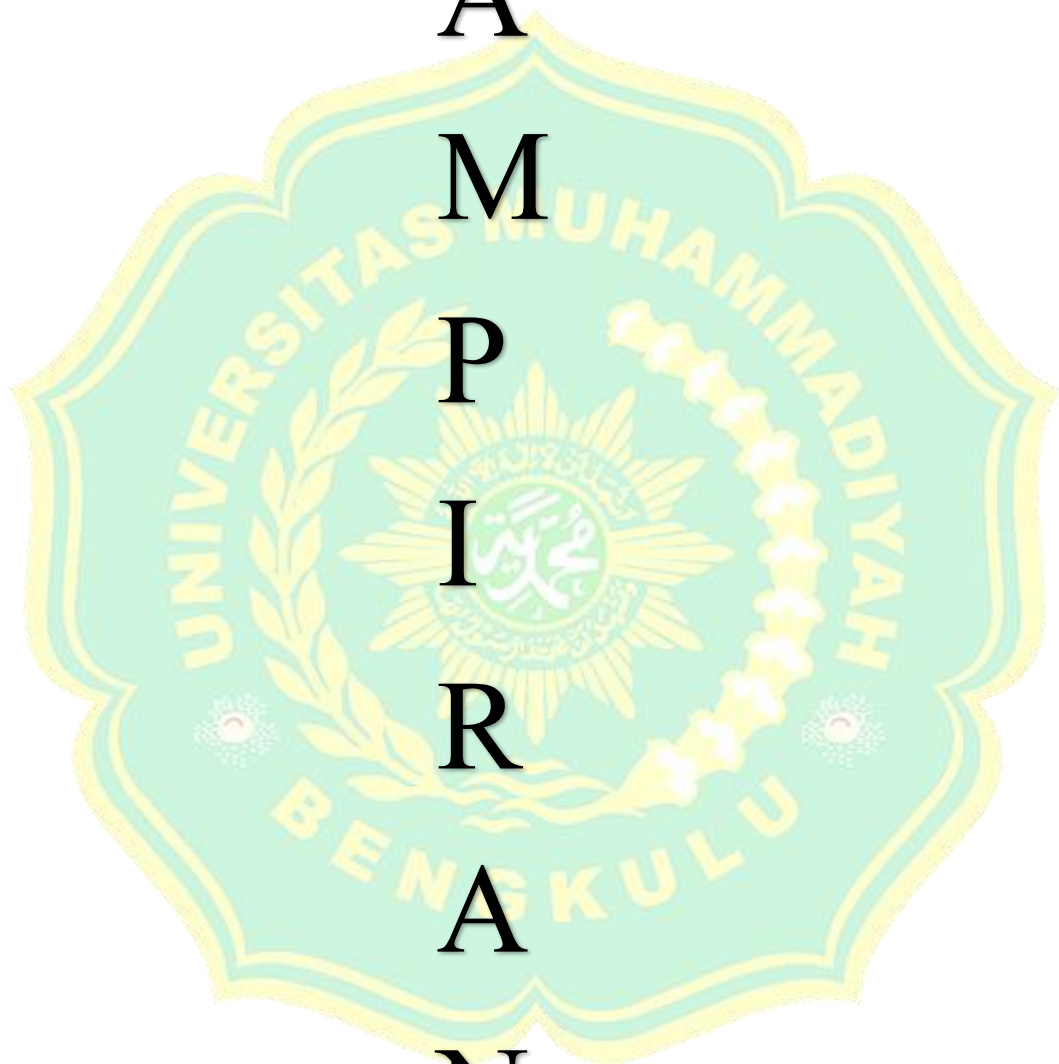
P

I

R

A

N



LAMPIRAN 1 KUESIONER

KUESIONER PENELITIAN

" Pengaruh Pelatihan, Kompensasi, Dan Kepuasan Kerja Terhadap Retensi Karyawan PT. Evans Lestari (Tamarind Estate) Desa Suro Kabupaten Musi Rawas "

Dengan ini saya mohon kesedian Bapak/Ibu untuk mengisi daftar pernyataan dalam daftar kuesioner ini untuk dipergunakan dalam penyelesaian penelitian program studi S1 Manajemen di Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Bengkulu.

Akhir kata, saya ucapkan terima kasih kepada responden yang telah bersedia meluangkan waktunya untuk mengisi kuesioner ini.

A. Identitas Peneliti

Nama : Paris Rifki Abdillah
NPM : 2261201228
Program Studi : Manajemen
Fakultas : Ekonomi dan Bisnis
Perguruan Tinggi : Universitas Muhammadiyah Bengkulu

B. Identitas Responden

Nama :
Lama Bekerja : ☐ < 3 Tahun ☐ 3-5 Tahun ☐ > 5 Tahun
Umur : ☐ 20 s/d 30 th ☐ 31 s/d 50 th ☐ > 50 th
Jenis Kelamin : ☐ Laki-laki ☐ Perempuan
Tingkat Pendidikan : ☐ SMA ☐ SI ☐ S2

C. Petunjuk Pengisian Jawaban

Bacalah setiap pernyataan dengan seksama, Berilah tanda ceklis (✓) pada salah satu kolom disamping item pernyataan yang dianggap paling benar!

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

1. Pernyataan Mengenai Pelatihan Kerja (X1)

No	Pertanyaan	STS	TS	N	S	SS
Reaksi (Reaction)						
1.	Saya merasa puas dengan pelaksanaan pelatihan kerja yang diberikan perusahaan.					
2.	Metode dan penyampaian pelatihan kerja mudah saya pahami.					
Pembelajaran (Learning)						
3.	Pelatihan kerja menambah pengetahuan saya terkait pekerjaan.					
4.	Pelatihan kerja meningkatkan keterampilan saya dalam bekerja.					
Perilaku (Behavior)						
5.	Saya menerapkan hasil pelatihan dalam pekerjaan sehari-hari.					
6.	Setelah mengikuti pelatihan, cara kerja saya menjadi lebih baik.					
Hasil (Results)						
7.	Pelatihan kerja meningkatkan kualitas hasil kerja saya.					
8.	Pelatihan kerja membantu saya bekerja lebih efektif dan efisien.					

2. Pernyataan Mengenai Kompensasi (X2)

No	Pertanyaan	STS	TS	N	S	SS
Gaji						
1.	Gaji yang saya terima sesuai dengan tanggung jawab pekerjaan saya.					
2.	Gaji yang diberikan perusahaan sudah mencukupi kebutuhan saya.					
Insentif						
3.	Insentif yang diberikan perusahaan mendorong saya bekerja lebih giat.					
4.	Insentif yang saya terima sesuai dengan hasil kerja saya.					
Bonus						
5.	Perusahaan memberikan bonus atas pencapaian kinerja karyawan.					
6.	Bonus yang diberikan perusahaan membuat saya lebih termotivasi.					
Upah						
7.	Upah yang saya terima sesuai dengan jam kerja yang saya jalani.					
8.	Sistem pembayaran upah di perusahaan sudah adil.					

Premi					
9.	Premi atau tambahan penghasilan yang diberikan perusahaan sudah memadai.				
10.	Premi yang saya terima sesuai dengan risiko pekerjaan saya.				
Pengobatan					
11.	Fasilitas pengobatan yang diberikan perusahaan membantu kesehatan saya.				
12.	Perusahaan memberikan dukungan pengobatan saat saya sakit.				
Asuransi					
13.	Program asuransi perusahaan memberikan rasa aman bagi saya.				
14.	Asuransi yang diberikan perusahaan melindungi saya dari risiko kerja.				

3. Pernyataan Mengenai Kepuasan Kerja (X3)

No	Pertanyaan	STS	TS	N	S	SS
Menyenangi Pekerjaan						
1.	Saya merasa senang menjalankan pekerjaan saya saat ini.					
2.	Pekerjaan yang saya lakukan tidak membuat saya tertekan.					
Mencintai Pekerjaan						
3.	Saya merasa pekerjaan ini sesuai dengan minat saya.					
4.	Saya bangga dengan pekerjaan yang saya jalani saat ini.					
Moral Kerja Positif						
5.	Saya selalu bersemangat dalam menyelesaikan pekerjaan.					
6.	Saya memiliki sikap positif terhadap tugas yang diberikan perusahaan.					
Disiplin Kerja						
7.	Saya selalu mematuhi peraturan kerja yang berlaku.					
8.	Saya datang dan pulang kerja sesuai dengan ketentuan perusahaan.					
Prestasi Kerja						
9.	Saya merasa hasil kerja saya memuaskan					
10.	Saya mampu mencapai target kerja yang ditetapkan perusahaan.					

4. Pernyataan Mengenai Retensi Karyawan (Y)

No	Pertanyaan	STS	TS	N	S	SS
Komponen Organisasional						
1.	Lingkungan kerja perusahaan membuat saya nyaman bekerja.					
2.	Budaya organisasi perusahaan membuat saya ingin tetap bertahan.					
Peluang Karir Organisasional						
3.	Perusahaan memberikan kesempatan pengembangan karir.					
4.	Saya melihat peluang jenjang karir di perusahaan ini.					
Penghargaan						
5.	Perusahaan memberikan penghargaan atas kinerja karyawan.					
6.	Kinerja yang baik mendapat pengakuan dari perusahaan.					
Rancangan Tugas dan Pekerjaan						
7.	Tugas yang diberikan sesuai dengan kemampuan saya.					
8.	Beban kerja yang diberikan masih dalam batas wajar.					
Hubungan Karyawan						
9.	Saya memiliki hubungan kerja yang baik dengan atasan.					
10.	Saya memiliki hubungan kerja yang harmonis dengan rekan kerja.					

LAMPIRAN 2

TABULASI DATA

Pengaruh Pelatihan, Kompensasi, Dan Kepuasan Kerja Terhadap Retensi Karyawan PT. Evans Lestari (Tamarind Estate) Desa Suro Kabupaten Musi Rawas

Res	Retensi Karyawan (Y)										Total Scor	Pelatihan Kerja (X1)								Total Scor
	1	2	3	4	5	6	7	8	9	10		1	2	3	4	5	6	7	8	
1	2	5	5	2	5	5	2	5	5	5	41	4	5	5	4	4	2	4	4	32
2	3	3	4	4	3	4	3	4	4	4	36	4	4	4	4	3	4	4	4	31
3	4	5	4	4	5	4	4	4	4	4	42	4	2	4	4	5	4	4	4	31
4	3	3	3	3	3	4	4	4	4	4	35	3	4	4	4	4	3	4	4	30
5	4	4	3	4	4	3	3	3	3	3	34	4	4	3	2	3	4	3	3	26
6	4	4	3	4	4	3	3	3	3	3	34	4	4	3	3	3	4	3	4	28
7	4	3	3	4	3	3	4	3	3	3	33	4	3	3	4	2	4	4	4	28
8	4	3	3	4	3	3	4	3	3	3	33	4	3	4	3	3	3	4	3	27
9	4	4	3	4	4	3	4	3	3	3	35	4	3	3	4	3	4	3	4	28
10	3	3	2	3	3	2	2	2	2	2	24	3	3	5	5	3	4	5	3	31
11	3	3	3	3	3	3	2	3	3	3	30	3	3	2	3	3	2	3	3	22
12	4	4	3	4	4	4	5	4	2	4	38	4	4	4	2	5	4	2	4	29
13	5	4	5	5	4	2	4	5	5	5	44	5	4	2	4	4	5	4	4	32
14	4	4	3	4	3	2	3	3	3	3	32	4	4	3	3	4	4	3	4	29
15	4	4	4	4	4	4	5	2	4	2	37	4	4	4	3	4	4	3	4	30
16	4	3	4	4	3	4	4	4	4	4	38	4	2	4	4	4	4	4	4	30
17	4	5	3	3	5	3	4	3	3	3	36	4	5	3	4	4	4	4	4	32
18	4	4	4	4	4	3	4	3	3	3	36	4	4	4	4	4	4	4	3	31
19	4	4	3	4	4	3	4	3	3	3	35	3	4	3	3	3	4	3	4	27
20	5	4	2	5	3	4	4	4	4	4	39	5	4	4	4	3	5	2	3	30
21	3	3	2	3	3	3	3	3	3	3	29	3	3	3	2	3	3	2	3	22
22	3	2	4	3	2	4	4	4	4	4	34	3	2	4	4	2	3	4	3	25
23	4	3	3	4	3	3	4	3	3	3	33	3	3	3	4	3	4	2	4	26
24	3	4	2	3	4	4	3	4	4	4	35	3	4	4	3	4	3	3	4	28
25	2	3	2	3	3	4	4	4	4	4	33	3	3	3	3	3	4	3	3	25
26	4	4	4	4	4	3	4	3	3	3	36	3	4	3	3	3	4	3	3	26
27	4	4	3	4	4	3	4	3	3	3	35	3	4	4	4	3	3	2	3	26
28	5	4	2	5	3	4	4	4	4	4	39	4	4	4	4	3	4	4	3	30
29	4	3	5	3	5	3	5	3	4	3	38	3	2	4	4	2	3	4	3	25
30	3	2	4	3	2	4	4	4	4	4	34	4	3	3	4	4	4	2	4	28
31	4	3	3	4	3	3	4	3	3	3	33	3	4	4	3	4	3	3	4	28
32	3	4	2	3	4	4	3	4	4	4	35	3	3	3	4	4	3	4	3	27
33	4	4	4	3	3	4	4	4	4	4	38	4	4	3	3	4	4	3	4	29
34	4	4	4	4	4	3	4	3	3	3	36	4	3	4	3	4	4	3	3	28
35	4	4	3	4	4	3	4	3	3	3	35	4	4	3	4	5	4	4	4	32
36	5	4	2	5	3	4	4	4	4	4	39	5	4	4	4	3	5	2	3	30
37	3	3	2	3	3	3	3	3	3	3	29	3	3	3	3	3	3	3	3	24
38	3	2	4	3	2	4	4	4	4	4	34	3	2	4	4	2	3	4	3	25
39	4	3	3	4	3	3	4	3	3	3	33	4	3	3	4	4	4	2	4	28
40	3	4	2	3	4	4	3	4	4	4	35	3	4	4	3	4	3	3	4	28
41	2	3	2	3	3	4	4	4	4	4	33	4	3	3	4	3	3	3	3	26

Res	Kompensasi (X2)														Total Scor
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
1	4	4	5	4	5	4	4	4	5	4	4	5	4	5	61
2	3	3	3	3	3	4	3	3	3	3	3	4	3	4	45
3	4	4	4	4	3	4	4	5	4	4	5	4	4	5	58
4	3	3	2	3	3	3	2	3	2	2	3	2	3	3	37
5	4	4	3	4	2	4	3	3	3	3	3	2	4	4	46
6	4	4	3	4	4	4	3	3	3	3	3	3	4	4	49
7	4	4	3	4	3	4	2	4	3	4	4	3	4	3	49
8	4	4	2	4	3	4	4	4	4	4	4	2	4	3	50
9	4	4	3	4	4	4	4	2	3	4	5	3	4	4	52
10	3	3	2	3	3	3	2	3	2	2	3	2	3	3	37
11	3	3	3	3	5	3	3	3	3	3	3	3	3	3	44
12	4	4	2	4	5	4	5	2	3	5	5	3	4	4	54
13	5	5	3	5	4	5	4	4	3	4	4	5	5	4	60
14	4	4	2	4	4	4	3	4	3	3	4	3	4	4	50
15	4	4	4	4	5	4	2	4	2	5	4	4	4	4	54
16	4	2	4	2	3	2	4	4	4	4	4	4	4	3	48
17	4	4	3	4	5	4	4	4	3	4	4	3	4	5	55
18	4	4	4	4	2	4	4	3	2	4	4	4	5	4	52
19	4	4	3	4	4	4	4	5	3	4	5	3	4	4	55
20	2	5	4	5	3	5	4	3	4	4	3	4	5	4	55
21	3	3	3	3	3	3	4	3	3	4	3	3	3	3	44
22	3	3	4	3	2	3	4	2	4	4	4	4	3	4	47
23	4	4	2	4	3	4	4	4	3	4	4	3	4	3	50
24	3	3	3	3	4	3	3	4	4	3	4	4	3	4	48
25	4	4	3	4	4	4	4	5	3	4	5	3	4	4	55
26	2	5	4	5	3	5	4	3	4	4	3	4	5	4	55
27	3	3	4	3	4	3	4	4	4	4	3	3	3	3	48
28	3	3	4	3	5	4	4	4	4	4	5	4	3	5	55
29	4	4	2	4	3	4	4	4	3	4	4	3	4	3	50
30	3	3	3	3	4	3	3	4	4	3	4	4	3	4	48
31	5	4	4	4	3	4	4	4	4	4	4	4	5	3	56
32	4	4	5	4	5	4	3	4	4	3	4	3	4	4	55
33	4	4	3	4	4	4	4	5	3	4	5	3	4	4	55
34	4	4	4	4	3	4	4	3	5	4	4	4	5	4	56
35	4	4	3	4	4	4	4	5	3	4	5	3	4	4	55
36	5	5	4	5	3	5	4	3	4	4	3	4	5	4	58
37	3	3	3	5	3	3	4	5	3	4	3	3	3	5	50
38	3	3	4	3	4	3	4	4	4	4	3	4	3	3	49
39	4	4	2	4	3	4	4	4	3	4	4	3	4	3	50
40	3	3	3	4	4	3	5	4	4	5	4	4	5	4	55
41	2	4	4	4	3	4	4	4	4	4	4	4	5	3	53

Res	Kepuasan Kerja (X3)										Total Scor
	1	2	3	4	5	6	7	8	9	10	
1	4	5	5	4	4	5	5	5	5	4	46
2	3	3	2	3	3	2	3	2	3	5	29
3	4	5	4	4	5	4	5	4	4	5	44
4	3	3	2	2	3	3	3	5	3	3	30
5	4	2	3	3	3	3	4	3	3	3	31
6	4	4	3	3	3	3	4	3	5	5	37
7	4	3	3	4	4	3	3	3	2	4	33
8	4	3	4	4	4	4	3	4	4	4	38
9	4	2	3	4	5	3	4	3	4	2	34
10	3	3	2	2	3	2	3	2	2	3	25
11	3	3	3	3	3	3	3	3	3	3	30
12	4	2	4	5	5	4	4	5	5	5	43
13	5	4	5	4	4	5	4	2	4	4	41
14	4	4	3	3	4	3	4	2	3	4	34
15	4	4	4	5	4	4	4	5	5	4	43
16	4	3	2	4	4	4	3	4	4	4	36
17	3	2	3	3	3	3	3	3	4	3	30
18	4	4	4	4	4	4	4	5	4	4	41
19	4	4	3	4	5	3	4	3	4	3	37
20	5	4	4	4	3	4	4	4	4	3	39
21	3	2	3	4	3	3	3	3	4	3	31
22	3	2	4	4	2	4	2	4	4	2	31
23	4	3	3	4	4	3	3	3	4	4	35
24	3	4	4	3	4	2	4	4	3	4	35
25	4	3	4	2	4	2	3	4	4	4	34
26	4	4	3	3	4	3	4	4	3	4	36
27	4	4	3	4	5	3	4	3	4	5	39
28	5	4	4	4	3	4	4	5	4	3	40
29	3	2	3	4	3	3	3	3	4	3	31
30	3	2	4	4	2	4	2	4	4	2	31
31	3	3	3	3	4	3	3	3	3	3	31
32	3	4	4	3	4	2	4	4	3	4	35
33	4	3	4	2	4	2	3	4	4	4	34
34	4	4	3	3	4	3	4	2	3	4	34
35	4	4	3	4	5	3	4	3	4	5	39
36	5	4	4	4	3	4	4	5	4	3	40
37	3	2	3	4	3	3	3	3	4	3	31
38	3	2	4	4	2	4	2	4	4	2	31
39	4	3	3	4	4	3	3	3	4	4	35
40	3	4	4	3	4	2	4	4	3	4	35
41	4	3	4	2	4	2	3	4	4	4	34

[illegible]

Y.7	Pearson	.539**	.070	.273	.583**	.077	.323	1	.186	.186	.186	.537**
	Correlation											
	Sig. (2-tailed)	.005	.740	.187	.002	.716	.115		.374	.374	.374	.006
	N	25	25	25	25	25	25	25	25	25	25	25
Y.8	Pearson	.034	.295	.513**	.107	.263	.581**	.186	1	.765**	1.000**	.778**
	Correlation											
	Sig. (2-tailed)	.872	.152	.009	.609	.205	.002	.374		.000	.000	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Y.9	Pearson	.034	.295	.622**	.107	.263	.581**	.186	.765**	1	.765**	.758**
	Correlation											
	Sig. (2-tailed)	.872	.152	.001	.609	.205	.002	.374	.000		.000	.000
	N	25	25	25	25	25	25	25	25	25	25	25
Y.10	Pearson	.034	.295	.513**	.107	.263	.581**	.186	1.000**	.765**	1	.778**
	Correlation											
	Sig. (2-tailed)	.872	.152	.009	.609	.205	.002	.374	.000	.000		.000
	N	25	25	25	25	25	25	25	25	25	25	25
Y	Pearson	.449*	.611**	.719**	.450*	.574**	.585**	.537**	.778**	.758**	.778**	1
	Correlation											
	Sig. (2-tailed)	.024	.001	.000	.024	.003	.002	.006	.000	.000	.000	
	N	25	25	25	25	25	25	25	25	25	25	25

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

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

Uji Validitas Pelatihan Kerja (X1)

[illegible]

X1.7	Pearson	.167	.012	.297	.749**	.181	.077	1	.192	.611**
	Correlation									
	Sig. (2-tailed)	.426	.956	.149	.000	.388	.714		.357	.001
	N	25	25	25	25	25	25	25	25	25
X1.8	Pearson	.289	.284	-.020	.223	.469*	.200	.192	1	.508**
	Correlation									
	Sig. (2-tailed)	.162	.169	.925	.284	.018	.337	.357		.010
	N	25	25	25	25	25	25	25	25	25
X1	Pearson	.744**	.443*	.477*	.711**	.633**	.547**	.611**	.508**	1
	Correlation									
	Sig. (2-tailed)	.000	.027	.016	.000	.001	.005	.001	.010	
	N	25	25	25	25	25	25	25	25	25

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

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

Uji Validitas Kompensasi (X2)										
Correlations										
1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11
	.278	-.082	.278	.257	.278	.129	.272	-.103	.299	.499*
	.178	.697	.178	.215	.178	.539	.188	.624	.146	.011
5	25	25	25	25	25	25	25	25	25	25
8	1	.111	1.000**	.168	1.000**	.251	.176	.086	.391	.341
8		.597	.000	.421	.000	.226	.399	.683	.053	.096
5	25	25	25	25	25	25	25	25	25	25
32	.111	1	.111	-.002	.111	.237	.179	.524**	.429*	.030
7	.597		.597	.992	.597	.253	.393	.007	.032	.888
5	25	25	25	25	25	25	25	25	25	25
8	1.000**	.111	1	.168	1.000**	.251	.176	.086	.391	.341

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2
X2.1	Pearson Correlation	1	.278	-.082	.278	.257	.278	.129	.272	-.103	.299	.499*	.119	.248	.420*	.446*
	Sig. (2-tailed)		.178	.697	.178	.215	.178	.539	.188	.624	.146	.011	.571	.232	.036	.025
	N	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
X2.2	Pearson Correlation	.278	1	.111	1.000**	.168	1.000**	.251	.176	.086	.391	.341	.273	.753**	.526**	.710**
	Sig. (2-tailed)	.178		.597	.000	.421	.000	.226	.399	.683	.053	.096	.186	.000	.007	.000
	N	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
X2.3	Pearson Correlation	-.082	.111	1	.111	-.002	.111	.237	.179	.524**	.429*	.030	.783**	.380	.301	.510**
	Sig. (2-tailed)	.697	.597		.597	.992	.597	.253	.393	.007	.032	.888	.000	.061	.143	.009
	N	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
X2.4	Pearson Correlation	.278	1.000**	.111	1	.168	1.000**	.251	.176	.086	.391	.341	.273	.753**	.526**	.710**

[illegible]

X2.9	Pearson Correlation	-.103	.086	.524**	.086	.050	.086	.512**	.258	1	.298	.131	.519**	.194	.168	.474*
	Sig. (2-tailed)	.624	.683	.007	.683	.813	.683	.009	.212		.148	.532	.008	.353	.423	.017
	N	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
X2.10	Pearson Correlation	.299	.391	.429*	.391	.241	.391	.598**	.125	.298	1	.506**	.515**	.505*	.229	.701**
	Sig. (2-tailed)	.146	.053	.032	.053	.247	.053	.002	.553	.148		.010	.008	.010	.270	.000
	N	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
X2.11	Pearson Correlation	.499*	.341	.030	.341	.396	.341	.382	.447*	.131	.506**	1	.221	.424*	.554**	.661**
	Sig. (2-tailed)	.011	.096	.888	.096	.050	.096	.059	.025	.532	.010		.288	.035	.004	.000
	N	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
X2.12	Pearson Correlation	.119	.273	.783**	.273	.212	.273	.378	.264	.519**	.515**	.221	1	.481*	.341	.691**
	Sig. (2-tailed)	.571	.186	.000	.186	.309	.186	.063	.202	.008	.008	.288		.015	.095	.000
	N	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
X2.13	Pearson Correlation	.248	.753**	.380	.753**	-.029	.753**	.414*	.262	.194	.505*	.424*	.481*	1	.407*	.743**

	Sig. (2-tailed)	.232	.000	.061	.000	.892	.000	.040	.206	.353	.010	.035	.015		.044	.000
	N	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
X2.14	Pearson Correlation	.420*	.526**	.301	.526**	.496*	.526**	.222	.356	.168	.229	.554**	.341	.407*	1	.716**
	Sig. (2-tailed)	.036	.007	.143	.007	.012	.007	.286	.081	.423	.270	.004	.095	.044		.000
	N	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
X2	Pearson Correlation	.446*	.710**	.510**	.710**	.417*	.710**	.549**	.455*	.474*	.701**	.661**	.691**	.743**	.716**	1
	Sig. (2-tailed)	.025	.000	.009	.000	.038	.000	.005	.022	.017	.000	.000	.000	.000	.000	
	N	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25

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

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

Uji Validitas Kepuasan Kerja (X3)

Correlations

	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3
X3.1 Pearson Correlation	1	.327	.487*	.442*	.445*	.600**	.431*	.000	.454*	.250	.661**
Sig. (2-tailed)		.110	.014	.027	.026	.002	.031	1.000	.023	.228	.000
N	25	25	25	25	25	25	25	25	25	25	25
X3.2 Pearson Correlation	.327	1	.410*	.022	.257	.319	.694**	.187	.186	.478*	.614**
Sig. (2-tailed)	.110		.042	.917	.216	.120	.000	.370	.373	.016	.001
N	25	25	25	25	25	25	25	25	25	25	25
X3.3 Pearson Correlation	.487*	.410*	1	.451*	.259	.679**	.460*	.358	.572**	.101	.749**
Sig. (2-tailed)	.014	.042		.024	.212	.000	.021	.079	.003	.632	.000
N	25	25	25	25	25	25	25	25	25	25	25
X3.4 Pearson Correlation	.442*	.022	.451*	1	.432*	.733**	.212	.177	.642**	.177	.664**
Sig. (2-tailed)	.027	.917	.024		.031	.000	.309	.398	.001	.398	.000
N	25	25	25	25	25	25	25	25	25	25	25
X3.5 Pearson Correlation	.445*	.257	.259	.432*	1	.221	.494*	.086	.320	.482*	.606**
Sig. (2-tailed)	.026	.216	.212	.031		.288	.012	.681	.119	.015	.001
N	25	25	25	25	25	25	25	25	25	25	25
X3.6 Pearson Correlation	.600**	.319	.679**	.733**	.221	1	.386	.281	.628**	.076	.767**
Sig. (2-tailed)	.002	.120	.000	.000	.288		.057	.174	.001	.719	.000
N	25	25	25	25	25	25	25	25	25	25	25
X3.7 Pearson Correlation	.431*	.694**	.460*	.212	.494*	.386	1	.175	.343	.350	.704**

	Sig. (2-tailed)	.031	.000	.021	.309	.012	.057		.403	.094	.087	.000
	N	25	25	25	25	25	25	25	25	25	25	25
X3.8	Pearson	.000	.187	.358	.177	.086	.281	.175	1	.313	-.056	.412*
	Correlation											
	Sig. (2-tailed)	1.000	.370	.079	.398	.681	.174	.403		.127	.792	.041
	N	25	25	25	25	25	25	25	25	25	25	25
X3.9	Pearson	.454*	.186	.572**	.642**	.320	.628**	.343	.313	1	.302	.747**
	Correlation											
	Sig. (2-tailed)	.023	.373	.003	.001	.119	.001	.094	.127		.142	.000
	N	25	25	25	25	25	25	25	25	25	25	25
X3.10	Pearson	.250	.478*	.101	.177	.482*	.076	.350	-.056	.302	1	.495*
	Correlation											
	Sig. (2-tailed)	.228	.016	.632	.398	.015	.719	.087	.792	.142		.012
	N	25	25	25	25	25	25	25	25	25	25	25
X3	Pearson	.661**	.614**	.749**	.664**	.606**	.767**	.704**	.412*	.747**	.495*	1
	Correlation											
	Sig. (2-tailed)	.000	.001	.000	.000	.001	.000	.000	.041	.000	.012	
	N	25	25	25	25	25	25	25	25	25	25	25

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

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

Uji Reabilitas Retensi Karyawan (Y)

Case Processing Summary

		N	%
Cases	Valid	25	100.0
	Excluded ^a	0	.0
	Total	25	100.0

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

Reliability Statistics

Cronbach's

Alpha	N of Items
.830	10

Uji Reabilitas Pelatihan Kerja (X1)

Case Processing Summary

		N	%
Cases	Valid	25	100.0
	Excluded ^a	0	.0
	Total	25	100.0

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

Reliability Statistics

Cronbach's

Alpha	N of Items
.709	8

Uji Reabilitas Kompensasi (X2)

Case Processing Summary

		N	%
Cases	Valid	25	100.0
	Excluded ^a	0	.0
	Total	25	100.0

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

Reliability Statistics

Cronbach's

Alpha	N of Items
.860	14

Uji Reabilitas Kepuasan Kerja (X3)

Case Processing Summary

		N	%
Cases	Valid	25	100.0
	Excluded ^a	0	.0
	Total	25	100.0

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

Reliability Statistics

Cronbach's

Alpha	N of Items
.837	10

HASIL UJI INSTRUMEN PENELITIAN

Variabel	Item	R hitung	R tabel	Keterangan
Retensi Karyawan (Y)	Y1	0.449 [*]	0.396	Valid
	Y2	0.611 ^{**}	0.396	Valid
	Y3	0.719 ^{**}	0.396	Valid
	Y4	0.450 [*]	0.396	Valid
	Y5	0.574 ^{**}	0.396	Valid
	Y6	0.585 ^{**}	0.396	Valid
	Y7	0.537 ^{**}	0.396	Valid
	Y8	0.778 ^{**}	0.396	Valid
	Y9	0.758 ^{**}	0.396	Valid
	Y10	0.778 ^{**}	0.396	Valid
Pelatihan Kerja (X1)	X1.1	0.744 ^{**}	0.396	Valid
	X1.2	0.443 [*]	0.396	Valid
	X1.3	0.477 [*]	0.396	Valid
	X1.4	0.711 ^{**}	0.396	Valid
	X1.5	0.633 ^{**}	0.396	Valid
	X1.6	0.547 ^{**}	0.396	Valid
	X1.7	0.611 ^{**}	0.396	Valid
	X1.8	0.508 ^{**}	0.396	Valid
Kompensasi (X2)	X2.1	0.446 [*]	0.396	Valid
	X2.2	0.710 ^{**}	0.396	Valid
	X2.3	0.510 ^{**}	0.396	Valid
	X2.4	0.710 ^{**}	0.396	Valid
	X2.5	0.417 [*]	0.396	Valid
	X2.6	0.710 ^{**}	0.396	Valid
	X2.7	0.549 ^{**}	0.396	Valid
	X2.8	0.455 [*]	0.396	Valid
	X2.9	0.474 [*]	0.396	Valid
	X2.10	0.701 ^{**}	0.396	Valid
	X2.11	0.661 ^{**}	0.396	Valid
	X2.12	0.691 ^{**}	0.396	Valid
	X2.13	0.743 ^{**}	0.396	Valid
	X2.14	0.716 ^{**}	0.396	Valid
Kepuasan Kerja (X3)	X3.1	0.661 ^{**}	0.396	Valid
	X3.2	0.614 ^{**}	0.396	Valid
	X3.3	0.749 ^{**}	0.396	Valid

X3.4	0.664**	0.396	Valid
X3.5	0.606**	0.396	Valid
X3.6	0.767**	0.396	Valid
X3.7	0.704**	0.396	Valid
X3.8	0.412*	0.396	Valid
X3.9	0.747**	0.396	Valid
X3.10	0.495*	0.396	Valid

HASIL UJI REABILITAS INSTRUMEN PENELITIAN

Pernyataan	Jumlah Item	Cronbach's Alpha	R tabel	Keterangan
Retensi Karyawan (Y)	10	0.830	0.60	Reliabilitas tinggi
Pelatihan Kerja (X1)	8	0.709	0.60	Reliabilitas Moderat
Kompensasi (X2)	14	0.860	0.60	Reliabilitas tinggi
Kepuasan Kerja (X3)	10	0.837	0.60	Reliabilitas tinggi

LAMPIRAN 4

ANALISIS TANGGAPAN RESPONDEN

Statistics

	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10
N Valid	41	41	41	41	41	41	41	41	41	41
Missing	0	0	0	0	0	0	0	0	0	0
Mean	3.6585	3.5610	3.1463	3.6585	3.4878	3.4146	3.7317	3.4634	3.4878	3.4634

Frequency Table

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	3	7.3	7.3	7.3
3.00	12	29.3	29.3	36.6
4.00	22	53.7	53.7	90.2
5.00	4	9.8	9.8	100.0
Total	41	100.0	100.0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	3	7.3	7.3	7.3
3.00	15	36.6	36.6	43.9
4.00	20	48.8	48.8	92.7
5.00	3	7.3	7.3	100.0
Total	41	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	11	26.8	26.8	26.8
	3.00	16	39.0	39.0	65.9
	4.00	11	26.8	26.8	92.7
	5.00	3	7.3	7.3	100.0
	Total	41	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.4	2.4	2.4
	3.00	16	39.0	39.0	41.5
	4.00	20	48.8	48.8	90.2
	5.00	4	9.8	9.8	100.0
	Total	41	100.0	100.0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	7.3	7.3	7.3
	3.00	19	46.3	46.3	53.7
	4.00	15	36.6	36.6	90.2
	5.00	4	9.8	9.8	100.0
	Total	41	100.0	100.0	

Y6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	7.3	7.3	7.3
	3.00	19	46.3	46.3	53.7
	4.00	18	43.9	43.9	97.6
	5.00	1	2.4	2.4	100.0
	Total	41	100.0	100.0	

Y7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	4.9	4.9	4.9
	3.00	10	24.4	24.4	29.3
	4.00	26	63.4	63.4	92.7
	5.00	3	7.3	7.3	100.0
	Total	41	100.0	100.0	

Y8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	4.9	4.9	4.9
	3.00	20	48.8	48.8	53.7
	4.00	17	41.5	41.5	95.1
	5.00	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

Y9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	4.9	4.9	4.9
	3.00	19	46.3	46.3	51.2
	4.00	18	43.9	43.9	95.1
	5.00	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

Y10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	4.9	4.9	4.9
	3.00	20	48.8	48.8	53.7
	4.00	17	41.5	41.5	95.1
	5.00	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

Statistics

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8
N	Valid	41	41	41	41	41	41	41	41
	Missing	0	0	0	0	0	0	0	0
Mean		3.6585	3.4634	3.5122	3.5366	3.4390	3.6585	3.2439	3.5366

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	17	41.5	41.5	41.5
	4.00	21	51.2	51.2	92.7
	5.00	3	7.3	7.3	100.0
	Total	41	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	12.2	12.2	12.2
	3.00	14	34.1	34.1	46.3
	4.00	20	48.8	48.8	95.1
	5.00	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	4.9	4.9	4.9
	3.00	18	43.9	43.9	48.8
	4.00	19	46.3	46.3	95.1
	5.00	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	7.3	7.3	7.3
	3.00	14	34.1	34.1	41.5
	4.00	23	56.1	56.1	97.6
	5.00	1	2.4	2.4	100.0
	Total	41	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	9.8	9.8	9.8
	3.00	18	43.9	43.9	53.7
	4.00	16	39.0	39.0	92.7
	5.00	3	7.3	7.3	100.0
	Total	41	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	4.9	4.9	4.9
	3.00	13	31.7	31.7	36.6
	4.00	23	56.1	56.1	92.7
	5.00	3	7.3	7.3	100.0
	Total	41	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	8	19.5	19.5	19.5
	3.00	16	39.0	39.0	58.5
	4.00	16	39.0	39.0	97.6
	5.00	1	2.4	2.4	100.0
	Total	41	100.0	100.0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	19	46.3	46.3	46.3
	4.00	22	53.7	53.7	100.0
	Total	41	100.0	100.0	

Statistics

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14
N Valid	41	41	41	41	41	41	41	41	41	41	41	41	41	41
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	3.6098	3.7317	3.2439	3.8049	3.5854	3.7805	3.6585	3.7073	3.3902	3.7805	3.8780	3.4146	3.9268	3.7805

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	7.3	7.3	7.3
	3.00	13	31.7	31.7	39.0
	4.00	22	53.7	53.7	92.7
	5.00	3	7.3	7.3	100.0
	Total	41	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.4	2.4	2.4
	3.00	13	31.7	31.7	34.1
	4.00	23	56.1	56.1	90.2
	5.00	4	9.8	9.8	100.0
	Total	41	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	8	19.5	19.5	19.5
	3.00	17	41.5	41.5	61.0
	4.00	14	34.1	34.1	95.1
	5.00	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.4	2.4	2.4
	3.00	11	26.8	26.8	29.3
	4.00	24	58.5	58.5	87.8
	5.00	5	12.2	12.2	100.0
	Total	41	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	7.3	7.3	7.3

	3.00	18	43.9	43.9	51.2
	4.00	13	31.7	31.7	82.9
	5.00	7	17.1	17.1	100.0
	Total	41	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.4	2.4	2.4
	3.00	11	26.8	26.8	29.3
	4.00	25	61.0	61.0	90.2
	5.00	4	9.8	9.8	100.0
	Total	41	100.0	100.0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	9.8	9.8	9.8
	3.00	8	19.5	19.5	29.3
	4.00	27	65.9	65.9	95.1
	5.00	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

X2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	7.3	7.3	7.3
	3.00	12	29.3	29.3	36.6
	4.00	20	48.8	48.8	85.4
	5.00	6	14.6	14.6	100.0
	Total	41	100.0	100.0	

X2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	9.8	9.8	9.8
	3.00	19	46.3	46.3	56.1
	4.00	16	39.0	39.0	95.1
	5.00	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

X2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	4.9	4.9	4.9
	3.00	8	19.5	19.5	24.4
	4.00	28	68.3	68.3	92.7
	5.00	3	7.3	7.3	100.0
	Total	41	100.0	100.0	

X2.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	13	31.7	31.7	31.7
	4.00	20	48.8	48.8	80.5
	5.00	8	19.5	19.5	100.0
	Total	41	100.0	100.0	

X2.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	9.8	9.8	9.8
	3.00	18	43.9	43.9	53.7
	4.00	17	41.5	41.5	95.1
	5.00	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

X2.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	12	29.3	29.3	29.3
	4.00	20	48.8	48.8	78.0
	5.00	9	22.0	22.0	100.0
	Total	41	100.0	100.0	

X2.14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	14	34.1	34.1	34.1
	4.00	22	53.7	53.7	87.8
	5.00	5	12.2	12.2	100.0
	Total	41	100.0	100.0	

Statistics

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10
N	Valid	41	41	41	41	41	41	41	41	41	41
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		3.7317	3.2439	3.4146	3.5122	3.6829	3.1951	3.4878	3.5610	3.7317	3.6341

Frequency Table

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	15	36.6	36.6	36.6
	4.00	22	53.7	53.7	90.2
	5.00	4	9.8	9.8	100.0
	Total	41	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	10	24.4	24.4	24.4
	3.00	13	31.7	31.7	56.1
	4.00	16	39.0	39.0	95.1
	5.00	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	9.8	9.8	9.8
	3.00	18	43.9	43.9	53.7
	4.00	17	41.5	41.5	95.1
	5.00	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	12.2	12.2	12.2
	3.00	12	29.3	29.3	41.5
	4.00	22	53.7	53.7	95.1
	5.00	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	7.3	7.3	7.3
	3.00	13	31.7	31.7	39.0
	4.00	19	46.3	46.3	85.4
	5.00	6	14.6	14.6	100.0
	Total	41	100.0	100.0	

X3.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	8	19.5	19.5	19.5
	3.00	19	46.3	46.3	65.9
	4.00	12	29.3	29.3	95.1
	5.00	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

X3.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	7.3	7.3	7.3
	3.00	17	41.5	41.5	48.8
	4.00	19	46.3	46.3	95.1
	5.00	2	4.9	4.9	100.0
	Total	41	100.0	100.0	

X3.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	12.2	12.2	12.2
	3.00	15	36.6	36.6	48.8
	4.00	14	34.1	34.1	82.9
	5.00	7	17.1	17.1	100.0
	Total	41	100.0	100.0	

X3.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	4.9	4.9	4.9
	3.00	11	26.8	26.8	31.7
	4.00	24	58.5	58.5	90.2
	5.00	4	9.8	9.8	100.0
	Total	41	100.0	100.0	

X3.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	9.8	9.8	9.8
	3.00	13	31.7	31.7	41.5
	4.00	18	43.9	43.9	85.4
	5.00	6	14.6	14.6	100.0
	Total	41	100.0	100.0	

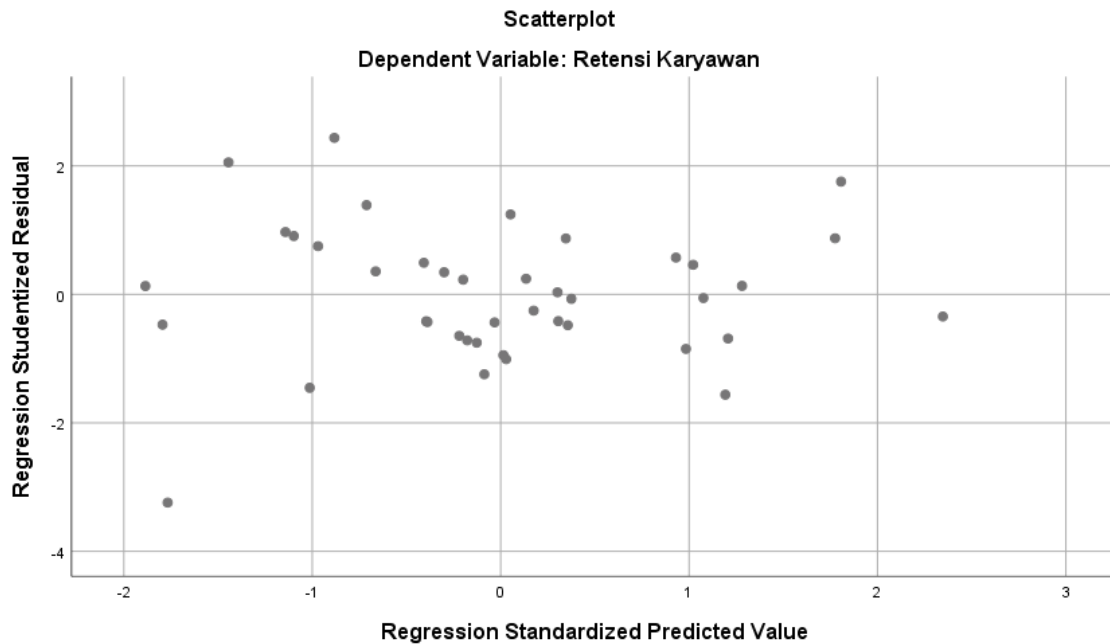
LAMPIRAN 5

HASIL UJI ASUMSI KLASIK

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	Correlations		Collinearity Statistics	
	B	Std. Error				Zero-order	Partial	Part Tolerance	VIF
1(Constant)	3.051	4.631		.659	.514				
Pelatihan Kerja	.371	.154	.270	2.411	.021	.525	.368	.244	.823
Kompensasi Kerja	.245	.093	.362	2.642	.012	.674	.398	.268	.547
Kepuasan Kerja	.257	.109	.337	2.354	.024	.694	.361	.239	.501

a. Dependent Variable: Retensi Karyawan



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		41
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.22131354
Most Extreme Differences	Absolute	.079
	Positive	.079
	Negative	-.068
Test Statistic		.079
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.

LAMPIRAN 6

HASIL UJI ANALISIS DATA

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.787 ^a	.620	.589	2.310

a. Predictors: (Constant), Kepuasan Kerja, Pelatihan Kerja, Kompensasi

b. Dependent Variable: Retensi Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	321.411	3	107.137	20.085	.000 ^b
	Residual	197.369	37	5.334		
	Total	518.780	40			

a. Dependent Variable: Retensi Karyawan

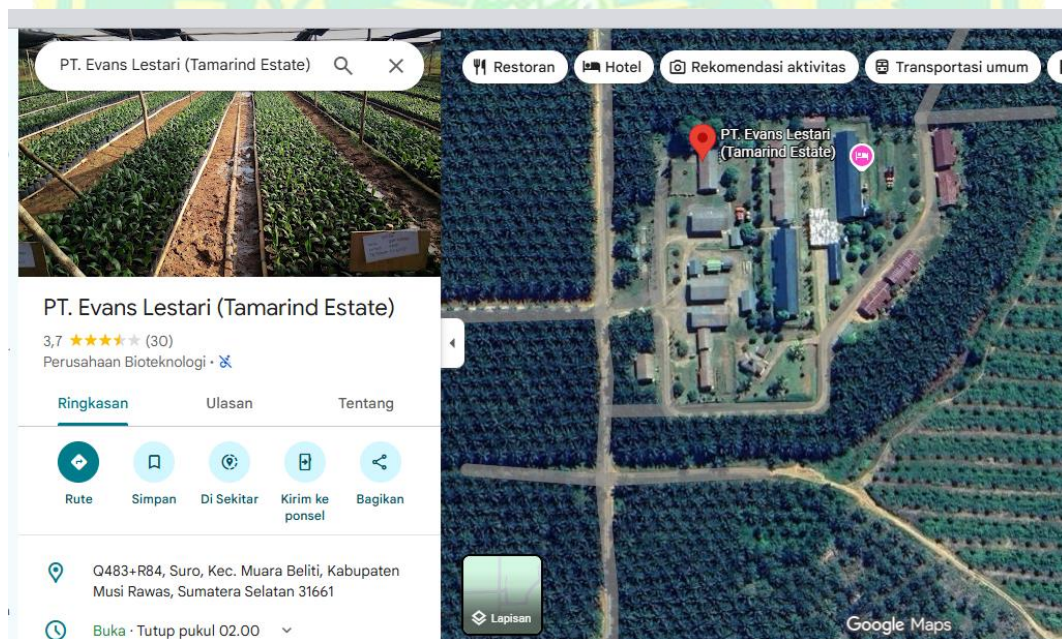
b. Predictors: (Constant), Kepuasan Kerja, Pelatihan Kerja, Kompensasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.051	4.631		.659	.514
	Pelatihan Kerja	.371	.154	.270	2.411	.021
	Kompensasi	.245	.093	.362	2.642	.012
	Kepuasan Kerja	.257	.109	.337	2.354	.024

a. Dependent Variable: Retensi Karyawan

LAMPIRAN 7 LOKASI PT. TAMARIND ESTATE



LAMPRAN 8

DOKUMENTASI LAPANGAN





