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LAMPIRAN

Lampiran 1 Uji Instrumen

Validitas

Leadership Style (X)

Correlations

		X21	X22	X23	X31	X32	X33	X41	X42	X43	X51	X52	X53	X61	X62	X63	X
X11	Pearson Correlation	.599**	.334	.391*	.343	.463*	.514**	.353	.725**	.421*	.422*	.432*	.467**	.080	.357	.336	.610**
	Sig. (2-tailed)	.000	.071	.033	.064	.010	.004	.056	.000	.020	.020	.017	.009	.675	.053	.069	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X12	Pearson Correlation	.612**	.481**	.467**	.365*	.438*	.421*	.411*	.667**	.399*	.343	.414*	.477**	.123	.390*	.387*	.616**
	Sig. (2-tailed)	.000	.007	.009	.047	.016	.020	.024	.000	.029	.064	.023	.008	.518	.033	.035	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X13	Pearson Correlation	.725**	.302	.581**	.622**	.675**	.669**	.642**	.696**	.707**	.648**	.616**	.694**	.281	.419*	.651**	.793**
	Sig. (2-tailed)	.000	.105	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.133	.021	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X21	Pearson Correlation	1	.529**	.689**	.626**	.754**	.704**	.474**	.659**	.738**	.699**	.681**	.744**	.211	.642**	.683**	.835**
	Sig. (2-tailed)		.003	.000	.000	.000	.000	.008	.000	.000	.000	.000	.000	.264	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X22	Pearson Correlation	.529**	1	.552**	.296	.502**	.492**	.201	.400*	.383*	.336	.425*	.540**	.289	.413*	.315	.560**
	Sig. (2-tailed)	.003		.002	.112	.005	.006	.287	.028	.037	.069	.019	.002	.121	.023	.090	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X23	Pearson Correlation	.689**	.552**	1	.808**	.810**	.821**	.543**	.648**	.681**	.578**	.599**	.658**	.264	.654**	.679**	.809**
	Sig. (2-tailed)	.000	.002		.000	.000	.000	.002	.000	.000	.001	.000	.000	.159	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X31	Pearson Correlation	.626**	.296	.808**	1	.851**	.808**	.703**	.781**	.882**	.773**	.758**	.628**	.344	.648**	.847**	.861**
	Sig. (2-tailed)	.000	.112	.000		.000	.000	.000	.000	.000	.000	.000	.000	.063	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X32	Pearson Correlation	.754**	.502**	.810**	.851**	1	.932**	.690**	.814**	.911**	.809**	.774**	.745**	.260	.740**	.777**	.924**
	Sig. (2-tailed)	.000	.005	.000	.000		.000	.000	.000	.000	.000	.000	.000	.165	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X33	Pearson Correlation	.704**	.492**	.821**	.808**	.932**	1	.600**	.823**	.849**	.788**	.724**	.706**	.290	.698**	.770**	.899**
	Sig. (2-tailed)	.000	.006	.000	.000	.000		.000	.000	.000	.000	.000	.000	.120	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X41	Pearson Correlation	.474**	.201	.543**	.703**	.690**	.600**	1	.678**	.676**	.613**	.514**	.573**	.397*	.484**	.679**	.727**
	Sig. (2-tailed)	.008	.287	.002	.000	.000	.000		.000	.000	.000	.004	.001	.030	.007	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X42	Pearson Correlation	.659**	.400*	.648**	.781**	.814**	.823**	.678**	1	.792**	.734**	.782**	.694**	.319	.629**	.754**	.892**
	Sig. (2-tailed)	.000	.028	.000	.000	.000	.000	.000		.000	.000	.000	.000	.085	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X43	Pearson Correlation	.738**	.383*	.681**	.882**	.911**	.849**	.676**	.792**	1	.885**	.889**	.746**	.345	.746**	.889**	.925**
	Sig. (2-tailed)	.000	.037	.000	.000	.000	.000	.000	.000		.000	.000	.000	.062	.000	.000	.000

	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X51	Pearson Correlation	.699**	.336	.578**	.773**	.809**	.788**	.613**	.734**	.885**	1	.794**	.750**	.333	.618**	.786**	.855**
	Sig. (2-tailed)	.000	.069	.001	.000	.000	.000	.000	.000	.000		.000	.000	.072	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X52	Pearson Correlation	.681**	.425*	.599**	.758**	.774**	.724**	.514**	.782**	.889**	.794**	1	.788**	.319	.714**	.857**	.861**
	Sig. (2-tailed)	.000	.019	.000	.000	.000	.000	.004	.000	.000	.000		.000	.085	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X53	Pearson Correlation	.744**	.540**	.658**	.628**	.745**	.706**	.573**	.694**	.746**	.750**	.788**	1	.230	.667**	.740**	.840**
	Sig. (2-tailed)		.002	.000	.000	.000	.000	.001	.000	.000	.000	.000		.221	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X61	Pearson Correlation	.211	.289	.264	.344	.260	.290	.397*	.319	.345	.333	.319	.230	1	.411*	.418*	.419*
	Sig. (2-tailed)	.264	.121	.159	.063	.165	.120	.030	.085	.062	.072	.085	.221		.024	.021	.021
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X62	Pearson Correlation	.642**	.413*	.654**	.648**	.740**	.698**	.484**	.629**	.746**	.618**	.714**	.667**	.411*	1	.731**	.770**
	Sig. (2-tailed)	.000	.023	.000	.000	.000	.000	.007	.000	.000	.000	.000	.000	.024		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X63	Pearson Correlation	.683**	.315	.679**	.847**	.777**	.770**	.679**	.754**	.889**	.786**	.857**	.740**	.418*	.731**	1	.875**
	Sig. (2-tailed)	.000	.090	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.021	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X	Pearson Correlation	.835**	.560**	.809**	.861**	.924**	.899**	.727**	.892**	.925**	.855**	.861**	.840**	.419*	.770**	.875**	1
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.021	.000	.000	
	N	30	30	30	30	30	30	30	30	30	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).

Employee Recognition (Z1)

Correlations

		Z1_11	Z1_12	Z1_13	Z1_21	Z1_22	Z1_23	Z1_31	Z1_32	Z1_33	Z1
Z1_11	Pearson Correlation	1	.683**	.668**	.301	.682**	.335	.213	.376*	.180	.622**
	Sig. (2-tailed)		.000	.000	.106	.000	.071	.258	.041	.341	.000
	N	30	30	30	30	30	30	30	30	30	30
Z1_12	Pearson Correlation	.683**	1	.669**	.587**	.612**	.756**	.576**	.813**	.721**	.915**
	Sig. (2-tailed)	.000		.000	.001	.000	.000	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
Z1_13	Pearson Correlation	.668**	.669**	1	.242	.702**	.567**	.342	.628**	.439*	.751**
	Sig. (2-tailed)	.000	.000		.198	.000	.001	.064	.000	.015	.000
	N	30	30	30	30	30	30	30	30	30	30

Z1_21	Pearson Correlation	.301	.587**	.242	1	.336	.487**	.522**	.461*	.565**	.663**
	Sig. (2-tailed)	.106	.001	.198		.069	.006	.003	.010	.001	.000
	N	30	30	30	30	30	30	30	30	30	30
Z1_22	Pearson Correlation	.682**	.612**	.702**	.336	1	.508**	.323	.507**	.307	.710**
	Sig. (2-tailed)	.000	.000	.000	.069		.004	.081	.004	.099	.000
	N	30	30	30	30	30	30	30	30	30	30
Z1_23	Pearson Correlation	.335	.756**	.567**	.487**	.508**	1	.773**	.852**	.740**	.867**
	Sig. (2-tailed)	.071	.000	.001	.006	.004		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
Z1_31	Pearson Correlation	.213	.576**	.342	.522**	.323	.773**	1	.701**	.752**	.759**
	Sig. (2-tailed)	.258	.001	.064	.003	.081	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
Z1_32	Pearson Correlation	.376*	.813**	.628**	.461*	.507**	.852**	.701**	1	.714**	.872**
	Sig. (2-tailed)	.041	.000	.000	.010	.004	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30
Z1_33	Pearson Correlation	.180	.721**	.439*	.565**	.307	.740**	.752**	.714**	1	.786**
	Sig. (2-tailed)	.341	.000	.015	.001	.099	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30
Z1	Pearson Correlation	.622**	.915**	.751**	.663**	.710**	.867**	.759**	.872**	.786**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	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).

Workplace wellbeing (Z2)

Correlations

		Z2_11	Z2_12	Z2_13	Z2_21	Z2_22	Z2_23	Z2
Z2_11	Pearson Correlation	1	.583**	.668**	.558**	.113	.343	.682**
	Sig. (2-tailed)		.001	.000	.001	.551	.064	.000
	N	30	30	30	30	30	30	30

Z2_12	Pearson Correlation	.583**	1	.636**	.643**	.265	.483**	.778**
	Sig. (2-tailed)	.001		.000	.000	.158	.007	.000
	N	30	30	30	30	30	30	30
Z2_13	Pearson Correlation	.668**	.636**	1	.736**	.286	.518**	.820**
	Sig. (2-tailed)	.000	.000		.000	.126	.003	.000
	N	30	30	30	30	30	30	30
Z2_21	Pearson Correlation	.558**	.643**	.736**	1	.426*	.487**	.833**
	Sig. (2-tailed)	.001	.000	.000		.019	.006	.000
	N	30	30	30	30	30	30	30
Z2_22	Pearson Correlation	.113	.265	.286	.426*	1	.669**	.631**
	Sig. (2-tailed)	.551	.158	.126	.019		.000	.000
	N	30	30	30	30	30	30	30
Z2_23	Pearson Correlation	.343	.483**	.518**	.487**	.669**	1	.808**
	Sig. (2-tailed)	.064	.007	.003	.006	.000		.000
	N	30	30	30	30	30	30	30
Z2	Pearson Correlation	.682**	.778**	.820**	.833**	.631**	.808**	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).

Intention to stay (Y)

Correlations

		Y11	Y12	Y13	Y21	Y22	Y23	Y31	Y32	Y33	Y
Y11	Pearson Correlation	1	.632**	.541**	.530**	.252	.645**	.691**	.567**	.640**	.853**
	Sig. (2-tailed)		.000	.002	.003	.179	.000	.000	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
Y12	Pearson Correlation	.632**	1	.736**	.399*	.037	.567**	.623**	.572**	.563**	.768**
	Sig. (2-tailed)	.000		.000	.029	.847	.001	.000	.001	.001	.000
	N	30	30	30	30	30	30	30	30	30	30

Y13	Pearson Correlation	.541**	.736**	1	.444*	-.007	.581**	.364*	.482**	.400*	.688**
	Sig. (2-tailed)	.002	.000		.014	.971	.001	.048	.007	.028	.000
	N	30	30	30	30	30	30	30	30	30	30
Y21	Pearson Correlation	.530**	.399*	.444*	1	.032	.406*	.225	.514**	.421*	.621**
	Sig. (2-tailed)	.003	.029	.014		.867	.026	.231	.004	.020	.000
	N	30	30	30	30	30	30	30	30	30	30
Y22	Pearson Correlation	.252	.037	-.007	.032	1	.258	.322	.035	.197	.404*
	Sig. (2-tailed)	.179	.847	.971	.867		.168	.083	.856	.297	.027
	N	30	30	30	30	30	30	30	30	30	30
Y23	Pearson Correlation	.645**	.567**	.581**	.406*	.258	1	.666**	.387*	.357	.783**
	Sig. (2-tailed)	.000	.001	.001	.026	.168		.000	.035	.053	.000
	N	30	30	30	30	30	30	30	30	30	30
Y31	Pearson Correlation	.691**	.623**	.364*	.225	.322	.666**	1	.448*	.616**	.777**
	Sig. (2-tailed)	.000	.000	.048	.231	.083	.000		.013	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
Y32	Pearson Correlation	.567**	.572**	.482**	.514**	.035	.387*	.448*	1	.834**	.720**
	Sig. (2-tailed)	.001	.001	.007	.004	.856	.035	.013		.000	.000
	N	30	30	30	30	30	30	30	30	30	30
Y33	Pearson Correlation	.640**	.563**	.400*	.421*	.197	.357	.616**	.834**	1	.760**
	Sig. (2-tailed)	.000	.001	.028	.020	.297	.053	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30
Y	Pearson Correlation	.853**	.768**	.688**	.621**	.404*	.783**	.777**	.720**	.760**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.027	.000	.000	.000	.000	
	N	30	30	30	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).

Reliebelitas

Leadership style (X)

Reliability Statistics

Cronbach's Alpha	N of Items
.961	18

Employee Recognition (Z1)

Reliability Statistics

Cronbach's Alpha	N of Items
.909	9

Workplace wellbeing (Z1)

Reliability Statistics

Cronbach's Alpha	N of Items
.845	6

Intention to stay (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.852	9

Lampiran 2 Uji Asumsi

X terhadap Z1

NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	3.45010922
Most Extreme Differences	Absolute	.073
	Positive	.073
	Negative	-.046
Test Statistic		.073
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.

Hipotesis

4. H0 = tidak berdistribusi normal

Syarat (Sig/P-value < 0.05)

5. H1 = berdistribusi normal

Syarat (Sig/P-value > 0.05)

Kesimpulan

Nilai residual model X terhadap Z1 adalah 0.200 > 0.05, maka H1 diterima artinya Data berdistribusi normal

MULTIKOLINEARITAS

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	A	1.000	1.000

a. Dependent Variable: tr1

Hipotesis

6. H0 = terjadi multikolineritas

Syarat (VIF > 10)

7. H1 = tidak terjadi multikolinearitas

Syarat (VIF < 10)

Kesimpulan
Semua nilai VIF variable X < 10, maka H0 ditolak yang artinya Data tidak terjadi multikolinearitas

HETEROSKEDASTIS

Coefficients[a]

Model		t	Sig.
1	(Constant)	.762	.447
	X	1.915	.056

a. Dependent Variable: tr1

Hipotesis

8. H0 = terjadi heteroskedastis

Syarat (Sig/P-value < 0.05)

9. H1 = tidak terjadi heteroskedastis

Syarat (Sig/P-value > 0.05)

Kesimpulan

Karena variabel X nilai Sig > 0.05 maka H0 ditolak artinya semua data tidak terjadi heteroskedastis

X terhadap Z2

NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	3.37399459
Most Extreme Differences	Absolute	.049
	Positive	.042
	Negative	-.049
Test Statistic		.049
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.

Hipotesis

10. H0 = tidak berdistribusi normal

Syarat (Sig/P-value < 0.05)

11. H1 = berdistribusi normal

Syarat (Sig/P-value > 0.05)

Kesimpulan

Nilai residual model X terhadap Z2 adalah 0.200 > 0.05, maka H1 diterima artinya Data berdistribusi normal

MULTIKOLINEARITAS

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	X	1.000	1.000

a. Dependent Variable: tr1

Hipotesis

12. H0 = terjadi multikolineritas

Syarat (VIF > 10)

13. H1 = tidak terjadi multikolinearitas

Syarat (VIF < 10)

Kesimpulan

Semua nilai VIF variable X < 10, maka H0 ditolak yang artinya Data tidak terjadi multikolinearitas

HETEROSKEDASTIS

Coefficients[a]

Model		t	Sig.
1	(Constant)	3.529	.000
	X	-1.246	.214

a. Dependent Variable: tr1

Hipotesis

14. H0 = terjadi heteroskedastis

Syarat (Sig/P-value < 0.05)

15. H1 = tidak terjadi heteroskedastis

Syarat (Sig/P-value > 0.05)

Kesimpulan

Karena variabel X nilai Sig > 0.05 maka H0 ditolak artinya semua data tidak terjadi heteroskedastis

X dan Z1-Z2 terhadap Y

NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.98298521
Most Extreme Differences	Absolute	.073
	Positive	.073
	Negative	-.058
Test Statistic		.073
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.

Hipotesis

16. H0 = tidak berdistribusi normal

Syarat (Sig/P-value < 0.05)

17. H1 = berdistribusi normal

Syarat (Sig/P-value > 0.05)

Kesimpulan

Nilai residual model X dan Z1 – Z2 terhadap Y adalah 0.200 > 0.05, maka H1 diterima artinya Data berdistribusi normal

MULTIKOLINEARITAS

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	X	.503	1.986
	Z1	.454	2.202
	Z2	.637	1.569

a. Dependent Variable: tr1

Hipotesis

18. H0 = terjadi multikolineritas

Syarat (VIF > 10)

19. H1 = tidak terjadi multikolinearitas

Syarat (VIF < 10)

Kesimpulan

Semua nilai VIF variable X1 – X4 dan Z < 10, maka H0 ditolak yang artinya Data tidak terjadi multikolinearitas

HETEROSKEDASTIS

Coefficients[a]

Model		t	Sig.
1	(Constant)	3.557	.000
	X	.446	.656
	Z1	-.964	.336
	Z2	-.695	.488

a. Dependent Variable: tr1

Hipotesis

20. H0 = terjadi heteroskedastis

Syarat (Sig/P-value < 0.05)

21. H1 = tidak terjadi heteroskedastis

Syarat (Sig/P-value > 0.05)

Kesimpulan

Karena variabel X dan Z1 – Z2 nilai Sig > 0.05 maka H0 ditolak artinya semua data tidak terjadi heteroskedastis

Lampiran 3 Analisis Path

Pengaruh Lansung X terhadap Z1

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.691[a]	.477	.475	4.30554	1.749

a. Predictors: (Constant), A

b. Dependent Variable: B

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5272.569	1	5272.569	284.424	.000[b]
	Residual	5783.765	312	18.538		
	Total	11056.334	313			

a. Dependent Variable: Z1

b. Predictors: (Constant), X

Model Z1	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
X	0.428	0.025	16.919	0.000	0.428	0.691

Pengaruh Lansung X terhadap Z2

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.515[a]	.266	.263	2.76318	2.123

a. Predictors: (Constant), A

b. Dependent Variable: C

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	861.171	1	861.171	112.790	.000[b]
	Residual	2382.166	312	7.635		
	Total	3243.338	313			

a. Dependent Variable: Z2

b. Predictors: (Constant), X

Model Z2	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
X	0.173	0.016	10.654	0.000	0.173	0.515

Pengaruh Lansung X dan Z1 – Z2 terhadap Y

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.277[a]	.077	.068	3.62956	1.761

a. Predictors: (Constant), C, A, B

b. Dependent Variable: D

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	339.633	3	113.211	8.594	.000[b]
	Residual	4083.857	310	13.174		
	Total	4423.490	313			

a. Dependent Variable: Y

b. Predictors: (Constant), Z1, Z2, X

Model Y	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
Z1	-0.112	0.051	-2.203	0.028	-0.112	-0.177
Z2	0.304	0.079	3.837	0.000	0.304	0.261
X	0.065	0.030	2.160	0.031	0.065	0.165

Pengaruh Tidak Lansung

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
indirect1	-0.048	0.020	-2.342	0.019	-0.048	-0.121
indirect2	0.053	0.014	3.841	0.000	0.053	0.133
total	0.069	0.022	3.150	0.002	0.069	0.175