

## DAFTAR PUSTAKA

- Afandi, Pandi. 2018. *Manajemen Sumber Daya Manusia, Teori, Konsep dan Indikator*. Cetakan Kesatu, Penerbit : Zanafa Publishing, Pekanbaru Riau
- Arikunto, Suharsimi. 2014. *Prosedur Penelitian Suatu Pendekatan Praktik*. Penerbit : Rineka Cipta. Jakarta
- Busro, Muhammad. 2018. *Teori-Teori Manajemen Sumber Daya Manusia*. Cetakan Kesatu. Penerbit : Prenadamedia Group, Jakarta.
- Cascio, Wayne F. 2003. *Managing Human Resources, Productivity, Quality of Work Life, Profits Sixth Edition*. New York: McGraw-Hill.
- Dessler, Gary. 2015. *Manajemen Sumber Daya Manusia*. Edisi 14. Jilid 1. Terjemahan: Eli Tanya. Penerbit: Salemba Empat, Jakarta.
- Emerson, D. 2013. *Organizational Culture, Job Satisfaction and Turnover Intentions : The Mediating Role of Perceived Organizational Support*. Virginia Commonwealth University.
- Fisher, Cynthia D., et all. 1990. *Human Resources Management*. Boston: Houghton Mifflin.
- Ghozali, Imam. 2016. *Aplikasi Analisis Multivariete Dengan Program IBM SPSS 23*. Edisi Kedelapan. Cetakan ketujuh : Badan Penerbit :Universitas Diponegoro, Semarang.
- Gibson, J.L., Ivancevich, J.M., and Dannelly, J.H. 2009. *Perilaku Organisasi, Struktur dan Proses*. Terjemahan Jilid I. Edisi Ke-8. Penerbit : Erlangga, Jakarta.
- Gusmanto, Deri. 2017. Pengaruh Stres Kerja, Budaya Organisasi dan Kepuasan Kerja Terhadap Keinginan Berpindah Kerja (Turnover Intention) Pada Karyawan PT. Alas Watu Emas Kabupaten Kampar. *Jurnal Jom Fekon, Vol. 4 No. 1*
- Hamali, Yusuf. 2016. *Pemahaman Manajemen Sumber Daya Manusia Strategi Mengelola Karyawan*. Cetakan Pertama. Penerbit : CAPS, Yogyakarta.
- Harnoto. 2012. *Manajemen Sumber Daya Manusia*. Edisi Kedua. Penerbit : PT. Prehallindo, Jakarta.
- Indrayani, Susila. 2016. *Analisis Faktor-Faktor yang Berhubungan dengan Keinginan Pindah Kerja Perawat Rumah Sakit X Balikpapan Tahun 2014*. Jurnal ASRI/Februari 2016.
- Kafashpoor, A., Sadeghian, S., Shakori, N., & Kavooosi, S. 2014. *The Impact of Job Stres on Turnover Intention Mediating role of Job Satisfaction and Affective Commitment ; Case Study : Mashhad â€™s Public Hospitals, 2 (1), 96–102*.

- Lubis, Yusniar, Bambang Hermanto, dan Emron Edison. 2018. *Manajemen dan Riset Sumber Daya Manusia*. Cetakan Kesatu. Penerbit : Alfabeta, Bandung.
- Maulidah, Rifqatul. 2015. *Pengaruh Budaya Organisasi dan Stres Kerja Terhadap Turnover Intention (Pada PT. Bank Tabungan Negara (Persero) Kantor Cabang Syariah Malang)*. Jurnal Universitas Islam Negeri Maulana Malik Ibrahim.
- Mobley William H. 2016. *Pergantian karyawan : Sebab Akibat dan Pengendaliannya*, Penerbit : Pustaka Binaman Pressindo, Jakarta
- Mondy, Wayne R. 2014. *Manajemen Sumber Daya Manusia*. Edisi Kesepuluh. Jilid 1. Terjemahan: Bayu Airlangga. Penerbit : Erlangga, Jakarta.
- Nazenin, S., & Palupiningdyah. 2014. Peran Stres Kerja Dan Kepuasan Kerja Untuk Mengurangi Turnover Intention. *Jurnal Dinamika Manajemen*, 5(2), 220–227.
- Negara, Surya Adi dan I Gusti Ayu Manuati Dewi. 2017. Pengaruh Ketidakamanan Kerja dan Stres Kerja Terhadap Turnover Intention Pada Sense Sunset Hotel Seminyak. *E-Jurnal Manajemen Unud*, Vol. 6 No. 7.
- Park, J. S., & Kim, T. H. 2009. *Do Types of Organizational Culture Matter in Nurse Job Satisfaction and Turnover Intention ? Leadership in Health Services*, 22(1), 20–48. <https://doi.org/10.1108/17511870910928001>
- Prasetio, Partono Arif, Resya Mawaranti, dan Erni Martini. 2018. Peran Stres Kerja dan Kepuasan Kerja Karyawan dalam Pengelolaan Tingkat Turnover Intention Pada Karyawan Puskesmas Jasinga, Bogor. *Jurnal Manajemen Indonesia*, Vol. 18 (2), pp. 165-174.
- Rangkuti Fredy. 2015. *Riset Pemasaran*. cetakan keduabelas, Penerbit : Kompas Gramedia, Jakarta
- Rivai, Veithzal dan Deddy Mulyadi. 2015. *Kepemimpinan dan Perilaku Organisasi*. Edisi Ketiga. PT. Rajagrafindo Persada, Jakarta.
- Robbins, S.P. 2014. *Prinsip-Prinsip Perilaku Organisasi*. Edisi Kelima. Penerbit : Erlangga, Jakarta.
- Sentana, Agus Dharma dan Surya.2017. Pengaruh Kepuasan Kerja Dan Komitmen Organisasional Terhadap Turnover Intention. *E-Jurnal Manajemen Unud*, Vol. 6, No. 10, 2017: 5232-5261 Issn : 2302-8912.
- Siagian, P. Sondang. 2019. *Manajemen Sumber Daya Manusia*. Edisi Kesatu. Cetakan Keduapuluh Tujuh. Penerbit : Bumi Aksara, Jakarta.
- Sudaryo, Yoyo, Agus Aribowo, dan Nunung Ayu Sefiati. 2018. *Manajemen Sumber Daya Manusia Kompensasi Tidak Langsung dan Lingkungan Kerja Fisik*. Edisi Pertama. Penerbit : Andi, Yogyakarta.

- Sugiyono. 2016. *Statistik Untuk Penelitian*. Cetakan Kedua Puluh Tujuh, Penerbit : Alfabeta, Bandung.
- Supomo dan Ety Nurhayati. 2018. *Manajemen Sumber Daya Manusia Untuk Mahasiswa dan Umum*. Penerbit : Yrama Widya, Bandung
- Suwatno dan Donni Juni Priansa. 2018. *Manajemen SDM dalam Organisasi Publik dan Bisnis*. Cetakan Keenam. Penerbit : Alfabeta, Bandung.
- Tahapary, Jansen Fredy. 2017. Pengaruh Budaya Organisasi, Stres Kerja dan Komitmen Afektif Terhadap Keinginan Keluar (Studi Pada Karyawan Kantor Pusat PT. Jaya Trade Indonesia. *Jurnal Universitas Negeri Semarang*.
- Tika, Pabundu. 2010. *Budaya Organisasi dan Peningkatan Kinerja Perusahaan*, Penerbit : Bumi Aksara. Jakarta
- Wiryawan, Piet Kresna. 2012. Pengaruh Budaya Organisasi Terhadap Keinginan Untuk Mengundurkan Diri Pada Karyawan Tetap Divisi Marketing PT. X. *Jurnal Program Studi Ilmu Administrasi Niaga Depok*.
- Wright, T.A., & Bonett, D.G. 2007. *Job Satisfaction and Psychological Well-being as Nonadditive Predictors of Workplace Turnover*. *Journal of Management*.
- Wynne et al. 2006. *Kepemimpinan Dalam Organisasi*. Edisi Kelima. Jakarta: PT. Indeks.

## LAMPIRAN

### Frequencies

	Statistics		Mean	Sum
	N			
	Valid	Missing		
Jenis kelamin	55	0	1.2364	68.00
Usia responden	55	0	2.6727	147.00
Pendidikan terakhir	55	0	2.5818	142.00
Lama kerja	55	0	2.2909	126.00
Status	55	0	1.1091	61.00
X1.1	55	0	3.3636	185.00
X1.2	55	0	4.0364	222.00
X1.3	55	0	4.0182	221.00
X1.4	55	0	3.7273	205.00
X1.5	55	0	3.9091	215.00
X2.1	55	0	1.6727	92.00
X2.2	55	0	2.0727	114.00
X2.3	55	0	1.9636	108.00
X2.4	55	0	1.8545	102.00
X2.5	55	0	1.7273	95.00
X2.6	55	0	1.8909	104.00
Y.1	55	0	2.5455	140.00
Y.2	55	0	2.0182	111.00
Y.3	55	0	2.3636	130.00
Y.4	55	0	2.1273	117.00
Y.5	55	0	1.9091	105.00
Y.6	55	0	2.0727	114.00

### Frequency Table

Jenis kelamin					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pria	42	76.4	76.4	76.4
	Wanita	13	23.6	23.6	100.0
	Total	55	100.0	100.0	

Usia responden					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 25 tahun	6	10.9	10.9	10.9
	26-35 tahun	17	30.9	30.9	41.8
	36-45 tahun	21	38.2	38.2	80.0
	> 46 tahun	11	20.0	20.0	100.0
	Total	55	100.0	100.0	

**Pendidikan terakhir**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	7	12.7	12.7	12.7
	Akademi	9	16.4	16.4	29.1
	sarjana	39	70.9	70.9	100.0
	Total	55	100.0	100.0	

**Lama kerja**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5 tahun	10	18.2	18.2	18.2
	5-10 tahun	19	34.5	34.5	52.7
	> 10 tahun	26	47.3	47.3	100.0
	Total	55	100.0	100.0	

**Status**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kawin	49	89.1	89.1	89.1
	Belum kawin	6	10.9	10.9	100.0
	Total	55	100.0	100.0	

**X1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	14.5	14.5	14.5
	CS	20	36.4	36.4	50.9
	S	26	47.3	47.3	98.2
	SS	1	1.8	1.8	100.0
	Total	55	100.0	100.0	

**X1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	5.5	5.5	5.5
	CS	11	20.0	20.0	25.5
	S	22	40.0	40.0	65.5
	SS	19	34.5	34.5	100.0
	Total	55	100.0	100.0	

**X1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1.8	1.8	1.8
	CS	16	29.1	29.1	30.9
	S	19	34.5	34.5	65.5
	SS	19	34.5	34.5	100.0
	Total	55	100.0	100.0	

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	25	45.5	45.5	45.5
	S	20	36.4	36.4	81.8
	SS	10	18.2	18.2	100.0
	Total	55	100.0	100.0	

**X1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1.8	1.8	1.8
	CS	18	32.7	32.7	34.5
	S	21	38.2	38.2	72.7
	SS	15	27.3	27.3	100.0
	Total	55	100.0	100.0	

**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	21	38.2	38.2	38.2
	TS	31	56.4	56.4	94.5
	CS	3	5.5	5.5	100.0
	Total	55	100.0	100.0	

**X2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	9.1	9.1	9.1
	TS	41	74.5	74.5	83.6
	CS	9	16.4	16.4	100.0
	Total	55	100.0	100.0	

**X2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	8	14.5	14.5	14.5
	TS	41	74.5	74.5	89.1
	CS	6	10.9	10.9	100.0
	Total	55	100.0	100.0	

**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	16	29.1	29.1	29.1
	TS	31	56.4	56.4	85.5
	CS	8	14.5	14.5	100.0
	Total	55	100.0	100.0	

**X2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	22	40.0	40.0	40.0
	TS	26	47.3	47.3	87.3
	CS	7	12.7	12.7	100.0
	Total	55	100.0	100.0	

**X2.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	19	34.5	34.5	34.5
	TS	23	41.8	41.8	76.4
	CS	13	23.6	23.6	100.0
	Total	55	100.0	100.0	

**Y.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	25	45.5	45.5	45.5
	CS	30	54.5	54.5	100.0
	Total	55	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	16	29.1	29.1	29.1
	TS	22	40.0	40.0	69.1
	CS	17	30.9	30.9	100.0
	Total	55	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	35	63.6	63.6	63.6
	CS	20	36.4	36.4	100.0
	Total	55	100.0	100.0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	13	23.6	23.6	23.6
	TS	22	40.0	40.0	63.6
	CS	20	36.4	36.4	100.0
	Total	55	100.0	100.0	

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	13	23.6	23.6	23.6
	TS	34	61.8	61.8	85.5
	CS	8	14.5	14.5	100.0
	Total	55	100.0	100.0	

Y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	7	12.7	12.7	12.7
	TS	37	67.3	67.3	80.0
	CS	11	20.0	20.0	100.0
	Total	55	100.0	100.0	



## Reliability

### Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	55	100.0
	Excluded <sup>a</sup>	0	.0
	Total	55	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.870	5

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	15.6909	7.143	.792	.821
X1.2	15.0182	6.796	.725	.835
X1.3	15.0364	7.739	.517	.886
X1.4	15.3273	7.076	.809	.816
X1.5	15.1455	7.275	.665	.850

## Reliability

### Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	55	100.0
	Excluded <sup>a</sup>	0	.0
	Total	55	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.818	6

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	9.5091	4.958	.763	.752
X2.2	9.1091	6.247	.302	.838
X2.3	9.2182	5.692	.542	.799
X2.4	9.3273	4.891	.678	.767
X2.5	9.4545	4.993	.596	.787
X2.6	9.2909	4.580	.644	.778

## Reliability

### Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	55	100.0
	Excluded <sup>a</sup>	0	.0
	Total	55	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.836	6

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	10.4909	5.884	.733	.793
Y.2	11.0182	5.092	.630	.810
Y.3	10.6727	6.076	.674	.804
Y.4	10.9091	4.714	.781	.771
Y.5	11.1273	6.039	.496	.832
Y.6	10.9636	6.295	.453	.838

## Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Stres kerja, Budaya organisasi <sup>b</sup>		. Enter

a. Dependent Variable: Keinginan karyawan resign  
b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.659 <sup>a</sup>	.434	.412	.35968

a. Predictors: (Constant), Stres kerja, Budaya organisasi

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.160	2	2.580	19.942	.000 <sup>b</sup>
	Residual	6.727	52	.129		
	Total	11.887	54			

a. Dependent Variable: Keinginan karyawan resign

b. Predictors: (Constant), Stres kerja, Budaya organisasi

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.787	.393		4.542	.000
	Budaya organisasi	-.182	.076	-.256	-2.401	.020
	Stres kerja	.579	.112	.555	5.194	.000

a. Dependent Variable: Keinginan karyawan resign

## BIODATA



### Identitas Diri

Nama : Muhammad Nur Hidayat Dwiyanto  
Tempat Tanggal Lahir : Ujung Pandang, 08 Agustus 1998  
Jenis Kelamin : Laki-laki  
Alamat : Jl. Abd Dg. Sirua BTN.CV Dewi Blok E1 no 7  
Makassar.  
No. Hp : 085257893772  
Alamat *E-Mail* : [hidayatarfan@gmail.com](mailto:hidayatarfan@gmail.com)

### Riwayat Pendidikan

- SMA Negeri 1 Makassar (2016)
- SMP Negeri 5 Makassar (2013)
- SD Islam Athirah 1 Makassar (2010)

### Riwayat Organisasi

- KEMA IMMAJ (Ikatan Mahasiswa Manajemen) Unhas.
- Anggota Kader Himpunan Mahasiswa Islam Komisariat Ekonomi Universitas Hasanuddin.
- Anggota Kader HIPMI PT (Himpunan Pengusaha Muda Indonesia Perguruan Tinggi) Unhas.
- Pengurus HIPMI PT (Himpunan Pengusaha Muda Indonesia Perguruan Tinggi) Sulawesi Selatan.

Demikian biodata ini dibuat dengan sebenarnya.

Makassar, Juni 2020

Muhammad Nur Hidayat Dwiyanto