

## DAFTAR TABEL

No.	Keterangan	Halaman
1.1	Data <i>Turnover</i> Karyawan tahun 2016-2018.....	4
1.2	Tingkat Ketidakhadiran Karyawan PT. AIRMAS PERKASA.....	6
1.3	Data Kenaikan Jabatan PT. AIRMAS PERKASA.....	9
1.4	Data Prosedur Kerja Helpdesk PT. AIRMAS PERKASA.....	11
1.5	Pra Survei Kuesioner.....	12
2.1	Penelitian Terdahulu .....	38
3.1	Operasional Variabel <i>Job Characteristics</i> .....	54
3.2	Operasional Variabel <i>Career Development</i> .....	55
3.3	Operasional Variabel <i>Transactional Leadership</i> .....	56
3.4	Operasional Variabel <i>Organizational Commitment</i> .....	57
3.5	Operasional Variabel <i>Turnover Intention</i> .....	57
3.6	Skala <i>Likert</i> .....	60
4.1	Karakteristik Responden Berdasarkan Jenis Kelamin .....	71
4.2	Karakteristik Responden Berdasarkan Usia.....	72
4.3	Karakteristik Responden Berdasarkan Pendidikan .....	73
4.4	Karakteristik Responden Berdasarkan Lama Bekerja.....	73
4.5	Hasil Uji Deskriptif Variabel <i>Job Characteristics</i> .....	74
4.6	Hasil Uji Deskriptif Variabel <i>Career Development</i> .....	76
4.7	Hasil Uji Deskriptif Variabel <i>Transactional Leadership</i> .....	78
4.8	Hasil Uji Deskriptif Variabel <i>Organizational Commitment</i> .....	80
4.9	Hasil Uji Deskriptif Variabel <i>Turnover Intention</i> .....	82
4.10	Hasil pengujian <i>Convergent Validity</i> .....	83
4.11	Hasil pengujian <i>Convergent Validity</i> (modifikasi).....	85
4.12	Hasil Pengujian <i>Discriminant Validity (Cross loadings)</i> .....	88
4.13	Hasil Pengujian AVE .....	90
4.14	Hasil Pengujian <i>Discriminant Validity (Fornell Lacker Criterium</i> ...	90
4.15	Hasil Pengujian <i>Composite Reliability</i> .....	91
4.16	Hasil Pengujian <i>Cronbach's Alpha</i> .....	91

4.17	Nilai $R^2$ Variabel Endogen .....	92
4.18	Hasil Pengujian Hipotesis .....	94

