Lampiran 1: Hasil Elisitasi

Responden:
Jenjang Jabatan : MGR
Usia   : 35-50 tahun.
Jenis Kelamin   : Laki-laki.
Jumlah   : 17 orang

Tabel 1. *Behaviour Belief*

No.	Pertanyaan	Jawaban	Persentase Jawaban
1.	Hal-hal apa saja yang anda bayaangkan ketika perusahaanmemberi tawaran pensiun dini?(untuk menggali *salient behavioural belief*)	Berwiraswasta.	35.52%
		Mendapatkan kompensasi	17.10%
		Tidak memiliki penghasilan tetap.	11.84%
		Menganggur	10.53%
		Tidak memiliki keyakinan diri.	10.53%
		Bertambah waktu bersama keluarga.	7.89%
		Bekerja di perusahaan lain dengan jabatan yang tetap.	2.63%
		Menikmati hasil kerja	1.32%
		Stress	1.32%
		Langsung mengambil tawaran.	1.32%

Tabel 2 *Normative belief*

No.	Pertanyaan	Jawaban	Persentase Jawaban
2.	Siapa yang anda mintai pendapat ketika anda akan mengambil pensiun dini?(untuk menggali *salient significant other*	Istri	48.57%
		Orangtua	25.71%
		Sahabat	14.29%
		Teman kantor	11.43%

Tabel. 3 *Control belief* yang mendukung

No.	Pertanyaan	Jawaban	Persentase
3.	Apa saja yang memudahkan anda untuk memutuskan mengambil pensiun dini?	Rencana pasca pensiun	26.32%
		Tawaran kompensasi	26.32%
		Bertambah waktu bersama keluarga	21.05%
		Usia yang tidak produktif	15.78%
		Kondisi kesehatan	5.26%
		Bekerja diperusahaan lain	5.26%

Tabel. 4 *Control belief* yang menghambat

No.	Pertanyaan	Jawaban	Persentase
4.	Apa saja yang menghambat anda unruk memutuskan mengambil pensiun dini	Kemungkinan kehilangan penghasilan tetap	38.46%
		Kemungkinan menganggur	30.77%
		Kurang keyakinan diri	15.38%
		Mencintai pekerjaan	7.69%
		Kondisi ekonomi	7.69%

Lampiran 2: Profil Program Pensiun Dini Bank XYZ

Program pensiun dini dilakukan Bank XYZ untuk meningkatkan efektifitas perusahaan, mendukung percepatan upaya perbaikan kinerja dan perkembangan rencana usaha ke depan guna mengikuti persaingan perbankan yang semakin hari semakin ketat. Untuk mencapai tujuan tersebut Bank XYZ melakukan *downsizing* untuk pengurangan jumlah pegawai yang dirasa sudah tidak produktif.

Program pensiun dini merupakan program yang dipilih Bank XYZ sebagai cara alternatif dalam melakukan *downsizing*. Program ini disiapkan menjadi program yang bersifat ”*win-win solution*” baik bagi pegawai maupun bagi perusahaan. Bagi perusahaan, program pensiun dini ini, merupakan program percepatan regenerasi sehingga dapat terpilih pejabat baru yang berkinerja optimal, sehingga diharapkan kinerja Bank XYZ dapat makin baik dan meningkatkan efisiensi perusahaan karena dana perusahaan untuk gaji pegawai berkurang. Sedangkan bagi pegawai, program pensiun dini merupakan salah satu alternatif/solusi bagi pegawai yang ingin berkarya di luar Bank XYZ.

Alasan pemilihan Program Pensiun dini untuk melakukan *downsizing* yang dilaksanakan di Bank XYZ, sesuai dengan teori yang mengemukakan alasan–alasan perusahaan mengadakan program pensiun dini, antara lain untuk proses regenerasi, efisiensi dan sebagai suatu cara yang berperikemanusiaan untuk mengeluarkan pegawai.

Program pensiun dini ini bersifat *voluntary* (sukarela) dan *one shot* maksudnya, program ini hanya dilakukan pada satu waktu yang telah ditetapkan oleh Bank XYZ untuk mendapatkan keuntungan yang besar bagi perusahaan. Program ini tidak dirancang sebagai suatu program yang akan berlangsung terus menerus sepanjang tahun atau berulang di masa mendatang, namun demikian dimungkinkan untuk dilaksanakan lagi jika situasi dan kondisi membutuhkannya.

Pegawai Bank XYZ yang dapat mengambil Program pensiun dini ini merupakan pegawai tetap Bank XYZ yang berusia kurang dari 53 tahun, sudah melalui penilaian kerja selama tiga tahun. Dan juga pegawai yang mengambil pensiun dini dapat direkomendasikan oleh pimpinan unit pegawai tersebut, dengan dilengkapi alasan-alasan yang kuat dan telah mempertimbangkan kepentingan Bank XYZ.

Bank XYZ mengeluarkan pegawai melalui program pensiun dini dengan tetap menghargai hak serta kontribusi para pegawai yang terpilih dan ketentuan perundang-undangan yang berlaku. Penghargaan yang diberikan Bank XYZ terhadap pegawai yang memilih program ini dengan memberikan kompensasi terhadap pegawai yang memilihnya. Kompensasi pada program pensiun ini lebih besar dibandingkan program-program lain untuk pegawai keluar dari perusahaan yang dibuat oleh Bank XYZ.

Lampiran 3: Hasil Uji Coba Pertama Alat Ukur

Lampiran 3.1 Uji Coba Reliabilitas Alat Ukur Kepuasan Kerja

1) Reliabilitas Kepuasan Kerja

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients

2) Reliabilitas Faset Gaji

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   30.0   N of Items = 4

Alpha =   .6404

3) Reliabilitas Promosi

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   30.0   N of Items = 4

Alpha =   .4634

4) Reliabilitas Supervisi

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   30.0   N of Items = 4

Alpha =   .8382

5) Reliabilitas Tunjangan Tambahan

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   30.0   N of Items = 4

Alpha =   .1871

6) Reliabilitas Penghargaan Non Materi

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   30.0   N of Items = 4

Alpha =   .7575

7) Reliabilitas Prosedur Operasional

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   30.0   N of Items = 4

Alpha =   .5338

8) Reliabilitas Rekan Kerja

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   30.0   N of Items = 4

Alpha =   .2887

9) Reliabilitas Tipe Pekerjaan

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   30.0   N of Items = 4

Alpha =   .6974

10) Reliabilitas Komunikasi

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   30.0   N of Items = 4

Alpha =   .7586

Lampiran 3.2 Uji Coba Validitas Alat Ukur Kepuasan Kerja

1) Korelasi Item Dengan Skor Total Kepuasan Kerja

		Total Skor
ITEM_1	Pearson Correlation	.783(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_2	Pearson Correlation	.420(*)
	Sig. (1-tailed)	.021
	N	30
ITEM_3	Pearson Correlation	.519(**)
	Sig. (1-tailed)	.003
	N	30
ITEM_4	Pearson Correlation	.616(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_5	Pearson Correlation	.529(**)
	Sig. (1-tailed)	.003
	N	30
ITEM_6	Pearson Correlation	.345
	Sig. (1-tailed)	.062
	N	30
ITEM_7	Pearson Correlation	.134
	Sig. (1-tailed)	.480
	N	30
ITEM_8	Pearson Correlation	.443(*)
	Sig. (1-tailed)	.014
	N	30
ITEM_9	Pearson Correlation	.634(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_10	Pearson Correlation	.594(**)
	Sig. (1-tailed)	.001
	N	30
ITEM_11	Pearson Correlation	.370(*)
	Sig. (1-tailed)	.044
	N	30
ITEM_12	Pearson Correlation	.767(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_13	Pearson Correlation	.178
	Sig. (1-tailed)	.346
	N	30
ITEM_14	Pearson Correlation	.621(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_15	Pearson Correlation	.556(*)
	Sig. (1-tailed)	.001
	N	30
ITEM_16	Pearson Correlation	.674(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_17	Pearson Correlation	.416(*)
	Sig. (1-tailed)	.022
	N	30
ITEM_18	Pearson Correlation	.635(**)
	Sig. (1-tailed)	.000

	N	30
ITEM_19	Pearson Correlation	.734(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_20	Pearson Correlation	.598(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_21	Pearson Correlation	.706(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_22	Pearson Correlation	.189
	Sig. (1-tailed)	.317
	N	30
ITEM_23	Pearson Correlation	.622(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_24	Pearson Correlation	.379(*)
	Sig. (1-tailed)	.039
	N	30
ITEM_25	Pearson Correlation	.433(*)
	Sig. (1-tailed)	.017
	N	30
ITEM_26	Pearson Correlation	.818(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_27	Pearson Correlation	.459(*)
	Sig. (1-tailed)	.011
	N	30
ITEM_28	Pearson Correlation	.383(*)
	Sig. (1-tailed)	.037
	N	30
ITEM_29	Pearson Correlation	.585(**)
	Sig. (1-tailed)	.001
	N	30
ITEM_30	Pearson Correlation	.512(**)
	Sig. (1-tailed)	.004
	N	30
ITEM_31	Pearson Correlation	.134
	Sig. (1-tailed)	.479
	N	30
ITEM_32	Pearson Correlation	.678(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_33	Pearson Correlation	.352
	Sig. (1-tailed)	.057
	N	30
ITEM_34	Pearson Correlation	.398(*)
	Sig. (1-tailed)	.029
	N	30
ITEM_35	Pearson Correlation	.400(*)
	Sig. (1-tailed)	.028
	N	30
ITEM_36	Pearson Correlation	.688(**)
	Sig. (1-tailed)	.000
	N	30
		1

**, Correlation is significant at the 0.01 level (1-tailed).

*, Correlation is significant at the 0.05 level (1-tailed).

2) Korelasi Item Dengan Skor Total Faset Gaji

		Total Skor Gaji
ITEM_1	Pearson Correlation	.753(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_10	Pearson Correlation	.659(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_19	Pearson Correlation	.820(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_28	Pearson Correlation	.552(**)
	Sig. (1-tailed)	.002
	N	30

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed).

3) Korelasi Item Dengan Skor Total Faset Promosi

		Total Skor Promosi
ITEM_2	Pearson Correlation	.643(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_11	Pearson Correlation	.738(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_20	Pearson Correlation	.486(**)
	Sig. (1-tailed)	.007
	N	30
ITEM_33	Pearson Correlation	.586(**)
	Sig. (1-tailed)	.001
	N	30

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed).

4) Korelasi Item Dengan Skor Total Faset Supervisi

		Total Skor Supervisi
ITEM_3	Pearson Correlation	.833(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_12	Pearson Correlation	.890(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_21	Pearson Correlation	.852(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_30	Pearson Correlation	.697(**)
	Sig. (1-tailed)	.000
	N	30

**, Correlation is significant at the 0.01 level (1-tailed).

*, Correlation is significant at the 0.05 level (1-tailed).

5) Korelasi Item Dengan Skor Total Faset Tunjangan Tambahan

		Total Skor Tunjangan Tambahan
ITEM_4	Pearson Correlation	.696 (**)
	Sig. (1-tailed)	.000
	N	30
ITEM_13	Pearson Correlation	.481(**)
	Sig. (1-tailed)	.007
	N	30
ITEM_22	Pearson Correlation	.345
	Sig. (1-tailed)	.062
	N	30
ITEM_29	Pearson Correlation	.611(**)
	Sig. (1-tailed)	.000
	N	30

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed).

6) Korelasi Item Dengan Skor Total Faset Penghargaan Non Materi

		Total Skor Penghargaan Non Materi
ITEM_5	Pearson Correlation	.609(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_14	Pearson Correlation	.880(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_23	Pearson Correlation	.771(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_32	Pearson Correlation	.777(**)
	Sig. (1-tailed)	.000
	N	30

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed).

7) Korelasi Item Dengan Skor Total Faset Prosedur Operasional

		Total Skor Faset Prosedur Operasional
ITEM_6	Pearson Correlation	.698(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_15	Pearson Correlation	.601(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_24	Pearson Correlation	.713(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_31	Pearson Correlation	.562(**)
	Sig. (1-tailed)	.001
	N	30

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed)

8) Korelasi Item Dengan Skor Total Faset Rekan Kerja

		Total Skor Faset Rekan Kerja
ITEM_7	Pearson Correlation	.512(**)
	Sig. (1-tailed)	.004
	N	30
ITEM_16	Pearson Correlation	.624(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_25	Pearson Correlation	.688(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_34	Pearson Correlation	.513(**)
	Sig. (1-tailed)	.004
	N	30

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed).

9) Korelasi Item Dengan Skor Total Faset Tipe Pekerjaan

		Total Skor Faset Tipe Pekerjaan
ITEM_8	Pearson Correlation	.677(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_17	Pearson Correlation	.707(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_27	Pearson Correlation	.792(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_35	Pearson Correlation	.791(**)
	Sig. (1-tailed)	.000
	N	30

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed).

10) Korelasi Item Dengan Skor Total Faset Komunikasi

		Skor Total Faset Komunikasi
ITEM_9	Pearson Correlation	.724 (**)
	Sig. (1-tailed)	.000
	N	30
ITEM_18	Pearson Correlation	.782(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_26	Pearson Correlation	.841(**)
	Sig. (1-tailed)	.000
	N	30
ITEM_36	Pearson Correlation	.693(**)
	Sig. (1-tailed)	.000
	N	30

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed).

Lampiran 4. Hasil Uji Coba Kedua Alat Ukur

Lampiran 4.1 Uji Coba Reliabilitas Alat Ukur Kepuasan Kerja

1) Kepuasan Kerja

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   50.0   N of Items = 52

Alpha =   .8975

2) Faset Gaji

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   50.0   N of Items = 52

Alpha =   .8289

3) Faset Promosi

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   50.0   N of Items = 52

Alpha =   .6273

4) Faset Supervisi

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   50.0   N of Items = 52

Alpha =   .659

5) Faset Tunjangan Tambahan

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   50.0   N of Items = 52

Alpha =   .5667

6) Faset Penghargaan Non Materi

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   50.0   N of Items = 52

Alpha =   .5789

7) Faset Prosedur Operasional

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   50.0   N of Items = 52

Alpha =   .3321

8) Faset Rekan Kerja

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   50.0   N of Items = 52

Alpha =   .0.5568

9) Faset Tipe Pekerjaan

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   50.0   N of Items = 52

Alpha =   .6517

10) Faset Komunikasi

R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =   50.0   N of Items = 52

Alpha =   .3835

Lampiran 4.2 Uji Coba Reliabilitas Intensi Mengambil Pensiun Dini

Intensi Mengambil Pensiun Dini

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients
N of Cases =   50.0   N of Items = 52

Alpha =   .7123

Lampiran 4.3 Uji Coba Validitas Alat Ukur Kepuasan Kerja

1) Korelasi Item Dengan Skor Total Kepuasan Kerja

		Total Skor Kepuasan Kerja
ITEM_1	Pearson Correlation	.569(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_2	Pearson Correlation	.237(*)
	Sig. (1-tailed)	.098
	N	50
ITEM_3	Pearson Correlation	.367(*)
	Sig. (1-tailed)	.009
	N	50
ITEM_4	Pearson Correlation	.558(*)
	Sig. (1-tailed)	.000
	N	50
ITEM_5	Pearson Correlation	.284(*)
	Sig. (1-tailed)	.046
	N	50
ITEM_6	Pearson Correlation	.538(*)
	Sig. (1-tailed)	.000
	N	50
ITEM_7	Pearson Correlation	.025
	Sig. (1-tailed)	.863
	N	50
ITEM_8	Pearson Correlation	.337(**)
	Sig. (1-tailed)	.017
	N	50
ITEM_9	Pearson Correlation	.157
	Sig. (1-tailed)	.276
	N	50
ITEM_10	Pearson Correlation	.475(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_11	Pearson Correlation	.149
	Sig. (1-tailed)	.302
	N	50
ITEM_12	Pearson Correlation	.519(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_13	Pearson Correlation	.288(*)
	Sig. (1-tailed)	.042
	N	50
ITEM_14	Pearson Correlation	.613(**)
	Sig. (1-tailed)	.000
	N	50

ITEM_15	Pearson Correlation	.497(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_16	Pearson Correlation	.452(**)
	Sig. (1-tailed)	.001
	N	50
ITEM_17	Pearson Correlation	.482(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_18	Pearson Correlation	.551(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_19	Pearson Correlation	.589(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_20	Pearson Correlation	.227
	Sig. (1-tailed)	.113
	N	50
ITEM_21	Pearson Correlation	.595(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_22	Pearson Correlation	.500(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_23	Pearson Correlation	.630(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_24	Pearson Correlation	.288(*)
	Sig. (1-tailed)	.043
	N	50
ITEM_25	Pearson Correlation	-.062
	Sig. (1-tailed)	.669
	N	50
ITEM_26	Pearson Correlation	.397(**)
	Sig. (1-tailed)	.004
	N	50
ITEM_27	Pearson Correlation	.306(**)
	Sig. (1-tailed)	.031
	N	50
ITEM_28	Pearson Correlation	.571(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_29	Pearson Correlation	.400(**)
	Sig. (1-tailed)	.004
	N	50
ITEM_30	Pearson Correlation	.217
	Sig. (1-tailed)	.130
	N	50
ITEM_31	Pearson Correlation	.451(**)
	Sig. (1-tailed)	.001
	N	50
ITEM_32	Pearson Correlation	.391(**)
	Sig. (1-tailed)	.005
	N	50
ITEM_33	Pearson Correlation	.453(**)
	Sig. (1-tailed)	.001
	N	50
ITEM_34	Pearson Correlation	.376(**)

	Sig. (1-tailed)	.007
	N	50
ITEM_35	Pearson Correlation	.469(**)
	Sig. (1-tailed)	.001
	N	50
ITEM_36	Pearson Correlation	.457(**)
	Sig. (1-tailed)	.001
	N	50
ITEM_37	Pearson Correlation	.633(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_38	Pearson Correlation	.321(*)
	Sig. (1-tailed)	.023
	N	50
ITEM_39	Pearson Correlation	.179
	Sig. (1-tailed)	.215
	N	50
ITEM_40	Pearson Correlation	.430(**)
	Sig. (1-tailed)	.002
	N	50
ITEM_41	Pearson Correlation	.223
	Sig. (1-tailed)	.119
	N	50
ITEM_42	Pearson Correlation	.147
	Sig. (1-tailed)	.310
	N	50
ITEM_43	Pearson Correlation	.358(**)
	Sig. (1-tailed)	.011
	N	50
ITEM_44	Pearson Correlation	.412(**)
	Sig. (1-tailed)	.003
	N	50
ITEM_45	Pearson Correlation	.445(**)
	Sig. (1-tailed)	.001
	N	50
ITEM_46	Pearson Correlation	.566(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_47	Pearson Correlation	.587(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_48	Pearson Correlation	.005
	Sig. (1-tailed)	.970
	N	50
ITEM_49	Pearson Correlation	.072
	Sig. (1-tailed)	.621
	N	50
ITEM_50	Pearson Correlation	.556(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_51	Pearson Correlation	.432(**)
	Sig. (1-tailed)	.002
	N	50
ITEM_52	Pearson Correlation	.660(**)
	Sig. (1-tailed)	.000
	N	50

**, Correlation is significant at the 0.01 level (1-tailed).

*, Correlation is significant at the 0.05 level (1-tailed).

2) Korelasi Item Dengan Skor Total Faset Gaji

		Skor Total Faset Gaji
ITEM_1	Pearson Correlation	.707(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_10	Pearson Correlation	.641(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_19	Pearson Correlation	.664(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_28	Pearson Correlation	.751(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_37	Pearson Correlation	.665(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_46	Pearson Correlation	.756(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_52	Pearson Correlation	.799(**)
	Sig. (1-tailed)	.000
	N	50

*, Correlation is significant at the 0.01 level (1-tailed).
**, Correlation is significant at the 0.05 level (1-tailed).

3) Korelasi Item Dengan Skor Total Faset Promosi

		Skor Total Faset Promosi
ITEM_2	Pearson Correlation	.505(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_11	Pearson Correlation	.590(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_20	Pearson Correlation	.535(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_33	Pearson Correlation	.608(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_40	Pearson Correlation	.637(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_47	Pearson Correlation	.673(**)
	Sig. (1-tailed)	.000
	N	50

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed).

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4) Korelasi Item Dengan Skor Total Faset Supervisi

		Skor Total Faset Supervisi
ITEM_3	Pearson Correlation	.671(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_12	Pearson Correlation	.705(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_21	Pearson Correlation	.806(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_30	Pearson Correlation	.551(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_41	Pearson Correlation	.512(**)
	Sig. (1-tailed)	.000
	N	50

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed).

5) Korelasi Item Dengan Skor Total Faset Tunjangan Tambahan

		Skor Total Tunjangan Tambahan
ITEM_4	Pearson Correlation	.586(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_13	Pearson Correlation	.374(**)
	Sig. (1-tailed)	.007
	N	50
ITEM_22	Pearson Correlation	.691(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_29	Pearson Correlation	.658(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_38	Pearson Correlation	.554(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_31	Pearson Correlation	.688(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_49	Pearson Correlation	.141
	Sig. (1-tailed)	.330
	N	50

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed).

6) Korelasi Item Dengan Skor Total Faset Penghargaan Non Materi

		Skor Total Penghargaan Non Materi
ITEM_5	Pearson Correlation	.559(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_14	Pearson Correlation	.740(**)
	Sig. (1-tailed)	.000
	N	50

ITEM_23	Pearson Correlation	.660(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_32	Pearson Correlation	.702(**)
	Sig. (1-tailed)	.000
	N	50

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed).

7) Korelasi Item Dengan Skor Total Faset Prosedur Operasional

		Skor Total Faset Prosedur Opeasional
ITEM_6	Pearson Correlation	.802(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_15	Pearson Correlation	.584(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_24	Pearson Correlation	.454(**)
	Sig. (1-tailed)	.001
	N	50
ITEM_43	Pearson Correlation	.364(**)
	Sig. (1-tailed)	.009
	N	50
ITEM_48	Pearson Correlation	.354(**)
	Sig. (1-tailed)	.012
	N	50

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed).

8) Korelasi Item dengan Skor Total Faset Rekan Kerja

		Skor Total Faset Rekan Kerja
ITEM_7	Pearson Correlation	.516(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_16	Pearson Correlation	.738(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_25	Pearson Correlation	.281(*)
	Sig. (1-tailed)	.048
	N	50
ITEM_34	Pearson Correlation	.638(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_39	Pearson Correlation	.542(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_45	Pearson Correlation	.530(**)
	Sig. (1-tailed)	.000
	N	50

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed).

9) Korelasi Item dengan Skor Total Tipe Pekerjaan

		Skor Total Faset Tipe Pekerjaan
ITEM_8	Pearson Correlation	.479(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_17	Pearson Correlation	.649(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_27	Pearson Correlation	.475(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_35	Pearson Correlation	.700(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_44	Pearson Correlation	.675(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_51	Pearson Correlation	.664(**)
	Sig. (1-tailed)	.000
	N	50

**, Correlation is significant at the 0.01 level (1-tailed).
*, Correlation is significant at the 0.05 level (1-tailed).

10) Korelasi Item dengan Skor Total Komunikasi

		Skor Total Faset Komunikasi
ITEM_9	Pearson Correlation	.268(*)
	Sig. (1-tailed)	.060
	N	50
ITEM_18	Pearson Correlation	.672(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_26	Pearson Correlation	.600(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_36	Pearson Correlation	.483(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_50	Pearson Correlation	.544(**)
	Sig. (1-tailed)	.000
	N	50
ITEM_42	Pearson Correlation	.282(*)
	Sig. (1-tailed)	.047
	N	50

Lampiran 5: Hasil Penelitian Utama

Lampiran 5.1 Pengaruh Kepuasan Kerja terhadap Intensi Mengambil Pensiun Dini

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	mean kepuasan kerja	.	Enter

a All requested variables entered.
b Dependent Variable: mean intensi

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Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.114	.013	.006	2.46426

a Predictors: (Constant), mean kepuasan kerja

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.898	1	10.898	1.795	.183
	Residual	825.872	136	6.073		
	Total	836.770	137			

a Predictors: (Constant), mean kepuasan kerja

b Dependent Variable: mean intensi

Coefficients

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	7.867	1.345		5.850	.000
	mean kepuasan kerja	-.429	.320	-.114	-1.340	.183

a Dependent Variable: mean intensi

Lampiran 5.2 Pengaruh Faset-Faset Kepuasan Kerja terhadap Intensi Mengambil Pensiun Dini

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	mean promosi	.	Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).

a Dependent Variable: mean intensi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.187	.035	.028	2.43691

a Predictors: (Constant), mean promosi

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29.130	1	29.130	4.905	.028
	Residual	807.640	136	5.939		
	Total	836.770	137			

a Predictors: (Constant), mean promosi

b Dependent Variable: mean intensi

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.142	.951		8.566	.000
	mean promosi	-.558	.252	-.187	-2.215	.028

a Dependent Variable: mean intensi

Excluded Variables

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
						Tolerance
1	mean gaji	-.100	-.882	.379	-.076	.549
	mean supervisi	.004	.039	.969	.003	.709
	mean tunjangan	.064	.561	.576	.048	.554
	mean penghargaan	.024	.197	.844	.017	.500
	mean prosedur operasional	-.104	-1.116	.266	-.096	.818
	mean rekan kerja	.046	.493	.623	.042	.822
	mean tipe pekerjaan	.004	.040	.968	.003	.691
	mean komunikasi	.131	1.238	.218	.106	.632

a Predictors in the Model: (Constant), mean promosi
b Dependent Variable: mean intensi

Lampiran 6: Hasil Penelitian Tambahan

Lampiran 6.1 Kategori Tingkat Kepuasan Kerja

1) coding mean kepuasan kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
agak rendah	6	4.3	4.3	4.3
sedang	46	33.3	33.3	37.7
agak tinggi	78	56.5	56.5	94.2
tinggi	8	5.8	5.8	100.0
Total	138	100.0	100.0	

2) coding mean kepuasan gaji

	Frequency	Percent	Valid Percent	Cumulative Percent
rendah	4	2.9	2.9	2.9
agak rendah	12	8.7	8.7	11.6
sedang	52	37.7	37.7	49.3
agak tinggi	56	40.6	40.6	89.9

	Frequency	Percent	Valid Percent	Cumulative Percent
tinggi	14	10.1	10.1	100.0
Total	138	100.0	100.0	

3) coding mean kepuasan promosi

	Frequency	Percent	Valid Percent	Cumulative Percent
rendah	1	.7	.7	.7
agak rendah	31	22.5	22.5	23.2
sedang	59	42.8	42.8	65.9
agak tinggi	43	31.2	31.2	97.1
tinggi	4	2.9	2.9	100.0
Total	138	100.0	100.0	

4) coding mean kepuasan supervisi

	Frequency	Percent	Valid Percent	Cumulative Percent
rendah	2	1.4	1.4	1.4
agak rendah	18	13.0	13.0	14.5
sedang	37	26.8	26.8	41.3
agak tinggi	67	48.6	48.6	89.9
tinggi	14	10.1	10.1	100.0
Total	138	100.0	100.0	

5) coding mean tunjangan tambahan

	Frequency	Percent	Valid Percent	Cumulative Percent
Rendah	1	.7	.7	.7
agak rendah	14	10.1	10.1	10.9
Sedang	68	49.3	49.3	60.1
agak tinggi	49	35.5	35.5	95.7
Tinggi	6	4.3	4.3	100.0
Total	138	100.0	100.0	

6) coding mean kepuasan penghargaan materi

	Frequency	Percent	Valid Percent	Cumulative Percent
rendah	4	2.9	2.9	2.9
agak rendah	17	12.3	12.3	15.2
sedang	35	25.4	25.4	40.6
agak tinggi	67	48.6	48.6	89.1
tinggi	15	10.9	10.9	100.0
Total	138	100.0	100.0	

7) coding mean kepuasan prosedur operasional

	Frequency	Percent	Valid Percent	Cumulative Percent
agak rendah	7	5.1	5.1	5.1
sedang	51	37.0	37.0	42.0
agak tinggi	75	54.3	54.3	96.4
tinggi	5	3.6	3.6	100.0
Total	138	100.0	100.0	

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8) coding mean kepuasan rekan kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
rendah	1	.7	.7	.7
agak rendah	6	4.3	4.3	5.1
sedang	28	20.3	20.3	25.4
agak tinggi	86	62.3	62.3	87.7
tinggi	17	12.3	12.3	100.0
Total	138	100.0	100.0	

9) coding mean kepuasan tipe pekerjaan

	Frequency	Percent	Valid Percent	Cumulative Percent
agak rendah	2	1.4	1.4	1.4
sedang	33	23.9	23.9	25.4
agak tinggi	76	55.1	55.1	80.4
tinggi	27	19.6	19.6	100.0
Total	138	100.0	100.0	

10)coding mean kepuasan komunikasi

	Frequency	Percent	Valid Percent	Cumulative Percent
rendah	2	1.4	1.4	1.4
agak rendah	16	11.6	11.6	13.0
sedang	35	25.4	25.4	38.4
agak tinggi	71	51.4	51.4	89.9
tinggi	14	10.1	10.1	100.0
Total	138	100.0	100.0	

Lampiran 6.2 Kategori Intensi Mengambil Pensiun Dini

1) Stanine Mean Intensi

Stanine	**Skor**
1	0 – 2.61
2	2.62 – 2.96
3	2.97 – 4.19
4	4.20 – 5.28
5	5.29 – 6.50
6	6.51 – 7.81
7	7.82 – 9.42
8	9.43 – 11.42
9	diatas 11.43

2) stanine mean intensi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	rendah	28	20.3	20.3	20.3
	sedang	79	57.2	57.2	77.5
	tinggi	31	22.5	22.5	100.0
	Total	138	100.0	100.0	

Lampiran 6.3 Distribusi Frekuensi

1)stanine mean kepuasan kerja * stanine mean intensi Crosstabulation Count

		stanine mean intensi			Total
		rendah	sedang	tinggi	
coding mean kepuasan kerja	agak rendah		4	2	6
	sedang	6	28	12	46
	agak tinggi	21	42	15	78
	tinggi	1	5	2	8
Total		28	79	31	138

Lampiran 6.4 Perbandingan Dua Kelompok atau Lebih

1)   Intensi Mengambil Pensiun Dini pada Tingkat Kepuasan Kerja
ANOVA
mean intensi

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	17.013	3	5.671	.927	.430
Within Groups	819.757	134	6.118		
Total	836.770	137			

2)   Kepuasan Kerja ditinjau dari Kategori Usia Partisipan
Group Statistics

	usia	N	Mean	Std. Deviation	Std. Error Mean
mean kepuasan kerja	dibawah 45 thn	22	3.8116	.77428	.16508
	diatas 45 thn	116	4.2080	.61595	.05719

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means			
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference
mean kepuasan kerja	Equal variances assumed	2.271	.134	-2.651	136	.009	-.3964
	Equal			-2.269	26.274	.032	-.3964

	variances not assumed						

3) Intensi Mengambil Pensiun Dini ditinjau dari Kategori Usia Partisipan

Group Statistics

	usia	N	Mean	Std. Deviation	Std. Error Mean
mean intensi	dibawah 45 thn	22	5.8295	1.96388	.41870
	diatas 45 thn	116	6.1363	2.56063	.23775

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means			
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference
mean intensi	Equal variances assumed	2.806	.096	-.532	136	.595	-.3068
	Equal variances not assumed			-.637	36.041	.528	-.3068

Lampiran 6.5 *Simple Regression*
1) Pengaruh Kepuasan Kerja terhadap *Attitude*
    Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	mean kepuasan kerja	.	Enter

a All requested variables entered.
b Dependent Variable: mean atitude

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.086	.007	.000	3.01167

a Predictors: (Constant), mean kepuasan kerja

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9.220	1	9.220	1.017	.315
	Residual	1233.543	136	9.070		
	Total	1242.763	137			

a Predictors: (Constant), mean kepuasan kerja
b Dependent Variable: mean atitude

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.434	1.643		2.698	.008
	mean kepuasan kerja	-.395	.392	-.086	-1.008	.315

a Dependent Variable: mean atitude

2) Pengaruh Kepuasan Kerja terhadap *Subjective Norm*

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	mean kepuasan kerja	.	Enter

a All requested variables entered.
b Dependent Variable: mean subjective norm

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.119	.014	.007	6.20779

a Predictors: (Constant), mean kepuasan kerja

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	74.862	1	74.862	1.943	.166
	Residual	5240.984	136	38.537		
	Total	5315.846	137			

a Predictors: (Constant), mean kepuasan kerja
b Dependent Variable: mean subjective norm

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.595	3.388		5.784	.000
	mean kepuasan kerja	-1.125	.807	-.119	-1.394	.166

a Dependent Variable: mean subjective norm

3) Pengaruh Kepuasan Kerja terhadap *Perceived Behaviour Control*

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	mean kepuasan kerja	.	Enter

a All requested variables entered.
b Dependent Variable: mean perceived behaviour control

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.000	.000	-.007	.78113

a Predictors: (Constant), mean kepuasan kerja

ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	.000	1	.000	.000	.999
	Residual	82.982	136	.610		
	Total	82.982	137			

a Predictors: (Constant), mean kepuasan kerja
b Dependent Variable: mean perceived behaviour control

Coefficients

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	3.481	.426		8.166	.000
	mean kepuasan kerja	1.902E-04	.102	.000	.002	.999

a Dependent Variable: mean perceived behaviour control

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