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**HUBUNGAN ANTARA KONTRAK PSIKOLOGI DAN
PEMENCARAN KUASA PSIKOLOGI TERHADAP NIAT UNTUK
PUSING GANTI: GAYA KEPIMPINAN TRANSFORMASI SEBAGAI
PEMBOLEHUBAH PENGANTARA**

Oleh

MOHAMAD KAMAL BIN ABDULLAH SANI



UUM
Universiti Utara Malaysia

**Tesis Diserahkan kepada
Othman Yeop Abdullah Graduate School of Business
Universiti Utara Malaysia
bagi Memenuhi Keperluan Pengijazah Ijazah Doktor Falsafah**



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Tandatangan
(Signature)

Pemeriksa Luar
(External Examiner)

: **Prof. Dr. Hj. Rusli Ahmad (UNIMAS)**

Tandatangan
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(Internal Examiner)

: **Assoc. Prof. Dr. Abdul Shukor Shamsudin**

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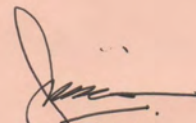
Tarikh: **13 Mac 2019**
(Date)

Nama Nama Pelajar : Mohamad Kamal Abdullah Sani
(Name of Student)

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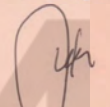
Program Pengajian : Doctor of Philosophy
(Programme of Study)

Nama Penyelia/Penyelia-penyelia : Dr. Zulkiflee Daud
(Name of Supervisor/Supervisors)

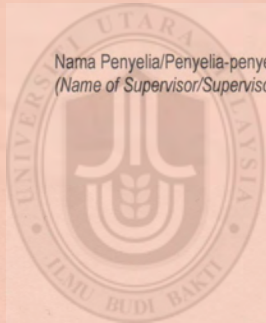


Tandatangan

Nama Penyelia/Penyelia-penyelia : Assoc. Prof. Dr. Fais Ahmad
(Name of Supervisor/Supervisors)



Tandatangan



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Sebarang permohonan untuk menyalin atau menguna mana-mana bahan dalam tesis ini, sama ada sepenuhnya atau sebahagiannya, hendaklah dialamatkan kepada:



ABSTRAK

Objektif kajian ini adalah untuk mengenal pasti pengaruh kontrak psikologi dan pemencaran kuasa psikologi ke atas niat untuk pusing ganti dalam kalangan 269 orang pegawai pertanian di Jabatan Pertanian Malaysia. Kajian ini juga bertujuan untuk mengenal pasti kesan kepemimpinan transformasi sebagai salah satu faktor pengantara dalam hubungan antara kontrak psikologi, pemencaran kuasa psikologi dan niat untuk pusing ganti. Justeru, menyedari akan kepentingan dalam memahami niat untuk pusing ganti, maka amat penting untuk meningkatkan pemahaman terhadap faktor-faktor yang menyumbang kepada gejala ini supaya tingkah laku sebegini dapat dikurangkan dalam organisasi. Dalam kajian ini, faktor-faktor kontrak psikologi, pemencaran kuasa psikologi dan kepemimpinan transformasi telah diutarakan sebagai faktor penyebab yang mungkin mempengaruhi niat untuk pusing ganti di Jabatan Pertanian Malaysia. Untuk tujuan analisis data dan ujian hipotesis, beberapa kaedah statistik seperti analisis regresi berganda telah digunakan untuk memahami semua dimensi pemboleh ubah dalam kajian ini. Dapatan kajian menunjukkan bahawa kontrak hubungan, kontrak peluang dalam kontrak psikologi dan nilai sendiri dalam pemencaran kuasa psikologi mempunyai pengaruh positif terhadap nilai komitmen. Manakala kontrak transaksi dalam kontrak psikologi pula mempunyai pengaruh yang negatif terhadap nilai komitmen. Selain itu, dapatan kajian juga menunjukkan bahawa kesempurnaan dalam kepemimpinan transformasi mempunyai kesan yang positif dengan nilai komitmen dan komitmen untuk kekal dalam niat untuk pusing ganti. Manakala dapatan kajian keterbukaan dalam kepemimpinan transformasi mempunyai pengaruh yang positif dengan nilai komitmen dan komitmen untuk kekal dalam niat untuk pusing ganti. Dapatan kajian tentang hubungan antara kontrak psikologi, pemencaran kuasa psikologi, kepemimpinan transformasi dan niat untuk pusing ganti turut menyarankan beberapa pendekatan yang boleh diambil oleh pihak pengurusan Jabatan Pertanian Malaysia bagi menangani niat untuk pusing ganti. Berdasarkan kepada dapatan kajian, implikasi teoritikal dan pratikal turut dibincangkan dalam kajian ini. Akhir sekali, beberapa kekangan dan cadangan bagi kajian pada masa hadapan turut dibincangkan dalam kajian ini.

Kata kunci: niat untuk pusing ganti, kontrak psikologi, pemencaran kuasa psikologi, kepemimpinan transformasi.

ABSTRACT

The objective of this study was to determine the influence of psychological contracts and the psychological empowerment on turnover intention among 269 agricultural officers in the Department of Agriculture Malaysia. Additionally, this study also aimed to identify the significance of transformational leadership as mediator on the relationship between psychological contracts, psychological empowerment and turnover intention. Considering the importance of understanding turnover intention, it is valuable to increase understanding of the factors that contribute to reduce turnover intention behaviour. In this study, psychological contract factors, psychological empowerment and transformational leadership introduced as factors that may turnover intention in the Department of Agriculture Malaysia. For the purposes of data analysis and hypothesis testing, several statistical methods such as multiple regression analysis were used to understand the dimensionality of the variables. The result of this study show that relational, opportunity in psychological contracts and self-esteem in psychological empowerment have a positive influence on the value commitment while transactions in psychological contracts have a negative effect on value commitment. In another hand, the result show that perfection in transformational leadership has a positive influence on value commitment and commitment to stay in turnover intention. While last result show, openness in transformation leadership have a positive influence on value commitment and commitment to stay in turnover intention. The relationship between psychological contract, psychological empowerment, transformation leadership and turnover intention suggested that it might be beneficial to the management of the Department of Agriculture Malaysia to address the turnover intention. Based on research findings, theoretical and practical implications also discussed. Limitations and recommendations for future research also highlighted in this study.

Keywords: turnover intention, psychological contract, psychological empowerment, transformational leadership.

PENGHARGAAN

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ISI KANDUNGAN

Muka Surat

TAJUK	i
KEBENARAN MENGGUNA	ii
ABSTRAK	iii
ABSTRACT	iv
PENGHARGAAN	v
ISI KANDUNGAN	vi
SENARAI JADUAL	xii
SENARAI RAJAH	xiv
SENARAI APENDIK	xv

BAB SATU: PENGENALAN

1.1	Latar Belakang	1
1.2	Penyataan Masalah	12
1.3	Persoalan Kajian	20
1.4	Objektif Kajian	21
1.5	Kepentingan Kajian	21
1.6	Skop Kajian	25
1.7	Definisi Operasi	25
	1.7.1 Niat untuk pusing ganti	26
	1.7.2 Kontrak psikologi	26
	1.7.3 Pemencaran kuasa psikologi	27
	1.7.4 Kepimpinan tranformasi	28
1.8	Organisasi Bab Kajian	29

BAB DUA: SOROTAN KARYA

2.1	Pengenalan	30
2.2	Niat untuk pusing ganti	30
	2.2.1 Dimensi niat untuk pusing ganti	38

2.2.1.1	Nilai komitmen	38
2.2.1.2	Komitmen untuk kekal	41
2.2.2	Kajian lepas berkenaan dengan niat untuk pusing ganti	45
2.3	Kontrak psikologi	48
2.3.1	Dimensi kontrak psikologi	54
2.3.1.1	Kontrak transaksi	54
2.3.1.2	Kontrak hubungan	55
2.3.1.3	Kontrak seimbang	57
2.3.1.4	Kontrak peralihan	58
2.3.2	Kontrak psikologi dan niat untuk pusing ganti	59
2.4	Pemencaran kuasa	63
2.4.1	Pemencaran kuasa psikologi	67
2.4.2	Dimensi pemencaran kuasa psikologi	68
2.4.2.1	Maksud (<i>Meaning</i>)	68
2.4.2.2	Kompetensi (<i>Competence</i>)	70
2.4.2.3	Penentuan sendiri (<i>Self-determination</i>)	72
2.4.2.4	Impak (<i>Impact</i>)	74
2.4.3	Pemencaran kuasa psikologi dan niat untuk pusing ganti	76
2.5	Kepimpinan transformasi sebagai pembolehubah pengantara	78
2.5.1	Kepimpinan transformasi	79
2.5.2	Kontrak psikologi dan kepimpinan transformasi	88
2.5.3	Pemencaran kuasa psikologi dan kepimpinan transformasi	90
2.5.4	Kepimpinan transformasi dan niat untuk pusing ganti	92
2.5.5	Kesan kepimpinan transformasi sebagai pembolehubah pengantara	93
2.6	Teori Sokongan	94
2.6.1	Teori Pertukaran Sosial (<i>Social Exchange Theory</i>)	94
2.6.2	Kajian lepas berkenaan dengan Teori Pertukaran Sosial	97
2.7	Rumusan	102

BAB TIGA: METODOLOGI KAJIAN

3.1	Pengenalan	103
3.2	Kerangka Kajian	103
3.3	Jenis Penyelidikan	105
3.4	Rekabentuk Kajian	105
3.5	Sumber Data	105
3.6	Data Primer	107
3.7	Instrumen Kajian	110
	3.7.1 Niat untuk Pusing Ganti	110
	3.7.2 Kontrak Psikologi	112
	3.7.3 Pemencaran Kuasa Psikologi	116
	3.7.4 Kepimpinan Transformasi	117
3.8	Terjemahan Instrumen Kajian	119
3.9	Ujian Kesahan	120
3.10	Populasi dan Saiz Sampel	120
3.11	Ujian Rintis	125
3.12	Tahap Signifikan	125
3.13	Pemeriksaan Data	126
3.14	Analisis Faktor	127
	3.14.1 Sampel saiz untuk mengikut analisis faktor	128
	3.14.2 Andaian dalam analisis faktor	128
	3.14.3 Pengenalpastian faktor	129
	3.14.4 Faktor beban dan pelabelan	131
3.15	Analisis Data	132
	3.15.1 Kolerasi antara Pembolehubah	132
	3.15.2 <i>Multicollinearity</i>	133
	3.15.3 Analisis Regresi Berganda	135
	3.15.3.1 Syarat pengujian regresi berganda	136
	3.15.3.2 Kaedah regresi berganda	137
	3.15.3.3 Pengujian signifikansi kajian	139
	3.15.4 Analisis regresi pengantara	140

3.15.4.1	Ujian kesan pengantara	141
3.16	Rumusan	142
BAB EMPAT: DAPATAN KAJIAN		
4.1	Pengenalan	144
4.2	Kadar Maklum Balas	144
4.3	Analisis Deskriptif	145
4.4	Pemeriksaan Data	146
4.5.	Saringan Data	146
4.5.1	Ujian Mengenalpasti Titik Terpencil (<i>outliers</i>)	147
4.5.2	Ujian Kebolehpercayaan	149
4.5.3	Ujian Normal	150
4.5.4	Ujian Linear	151
4.6	Analisis Faktor	152
4.6.1	Analisis Faktor untuk Niat untuk pusing ganti	154
4.6.2	Analisis Faktor untuk Kontrak psikologi	157
4.6.3	Analisis Faktor untuk Pemencaran kuasa psikologi	159
4.6.4	Analisis Faktor untuk Kepimpinan tranformasi	160
4.7	Penyataan Semula Hipotesis	161
4.8	Hubungan antara Kontrak psikologi, Pemencaran kuasa psikologi, Kepimpinan transformasi dan Niat untuk pusing ganti.	168
4.9	Hubungan antara Kontrak Transaksi, Kontrak Hubungan, Kontrak Seimbang, Kontrak Peralihan, Kontrak Peluang, Nilai komitmen dan Komitmen untuk kekal.	168
4.10	Hubungan antara Nilai sendiri, Penentuan sendiri, Nilai komitmen dan Komitmen untuk kekal.	170
4.11	Hubungan antara Kepimpinan Transformasi, Nilai Komitmen dan Komitmen untuk kekal	170
4.12	Analisis Regresi Berganda	171
4.12.1	Multicollinearity	171

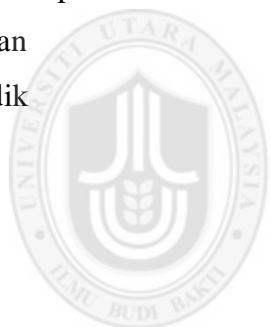
4.13	Analisis Regresi antara kontrak psikologi dan pemencaran kuasa psikologi terhadap Niat untuk pusing ganti.	172
4.13.1	Analisis Regresi antara kontrak psikologi dan pemencaran kuasa psikologi terhadap nilai komitmen.	173
4.13.2	Analisis Regresi antara kontrak psikologi dan pemencaran kuasa psikologi terhadap Komitmen untuk kekal.	174
4.14.	Analisis Regresi antara kontrak psikologi dan pemencaran kuasa psikologi terhadap kepimpinan transformasi	175
4.14.1	Analisis Regresi antara Kontrak psikologi dan Pemencaran kuasa psikologi terhadap kesempurnaan.	175
4.13.2	Analisis Regresi antara Kontrak psikologi dan Pemencaran kuasa psikologi terhadap keterbukaan.	176
4.15	Analisis regresi antara gaya kepimpinan transformasi terhadap niat untuk pusing ganti	177
4.15.1	Analisis Regresi antara kesempurnaan terhadap nilai komitmen.	177
4.15.2	Analisis Regresi antara kesempurnaan terhadap komitmen untuk kekal	178
4.15.3	Analisis Regresi antara keterbukaan terhadap nilai Komitmen	179
4.15.4	Analisis Regresi antara keterbukaan terhadap komitmen untuk kekal	179
4.16	Peranan Kepimpinan Transformasi sebagai Perantara dalam Hubungan antara Pembolehubah Tidak Bersandar dan Nilai Komitmen	180
4.16.1	Analisis Regresi antara Kontrak Psikologi, Pemencaran Kuasa Psikologi dan kesempurnaan terhadap Nilai Komitmen	180
4.16.2	Analisis Regresi antara Kontrak Psikologi, Pemencaran Kuasa Psikologi dan kesempurnaan terhadap Komitmen untuk kekal.	182

4.16.3	Analisis Regresi antara Kontrak Psikologi, Pemencaran Kuasa Psikologi dan Keterbukaan terhadap Nilai Komitmen	184
4.16.4	Analisis Regresi antara Kontrak Psikologi, Pemencaran Kuasa Psikologi dan Keterbukaan terhadap Komitmen untuk kekal	185
4.17	Rumusan Ujian Hipotesis	187
4.18	Rumusan	190

BAB LIMA: PERBINCANGAN DAN IMPLIKASI

5.1	Pengenalan	194
5.2	Dapatan Kajian dan Perbincangan	194
5.2.1	Untuk menentukan hubungan kontrak psikologi terhadap Niat untuk pusing ganti	196
5.2.2	Untuk menentukan hubungan pemencaran kuasa psikologi terhadap niat untuk pusing ganti	209
5.2.3	Untuk menentukan hubungan kontrak psikologi terhadap kepimpinan transformasi.	216
5.2.4	Untuk menentukan hubungan pemencaran kuasa psikologi terhadap kepimpinan transformasi.	226
5.2.5	Untuk menentukan hubungan kepimpinan transformasi terhadap niat untuk pusing ganti.	229
5.2.6	Untuk menentukan hubungan kepimpinan transformasi sebagai pembolehubah pengantara dalam hubungan kontrak psikologi terhadap niat untuk pusing ganti.	232
5.2.7	Untuk menentukan hubungan kepimpinan transformasi sebagai pembolehubah pengantara dalam hubungan pemencaran kuasa psikologi terhadap niat untuk pusing ganti.	238
5.3	Implikasi Kajian	244
5.3.1	Implikasi Organisasi	245

5.3.1.1 Niat untuk pusing ganti di kalangan pegawai pertanian di Jabatan Pertanian	245
5.3.1.2 Implikasi kepada Jabatan Pertanian	249
5.3.2 Implikasi Teori	258
5.4 Cadangan kepada Jabatan Pertanian	264
5.4.1 Fungsi Sumber Manusia (<i>HR function</i>)	265
5.4.2 Komitmen dalam Pematuhan Pengurusan (<i>Management Compliance</i>)	268
5.4.3 Persekitaran Sumber Manusia	270
5.4.4. Pengauditan Sumber Manusia	271
5.5 Batasan Kajian dan Cadangan kepada Penyelidik Masa Depan	273
5.6 Rumusan Kajian	275
5.7 Kesimpulan	276
Rujukan	278
Apendik	308



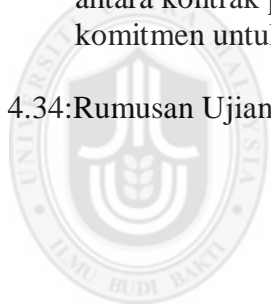
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SENARAI JADUAL

Jadual 1.1: Eksport, Import dan Imbangan Makanan Malaysia bagi tahun 2014-2016	13
Jadual 1.2: Permohonan bertukar Jabatan dan berhenti kerja	18
Jadual 3.1: Item Niat untuk Pusing Ganti	111
Jadual 3.2: Item Kontrak Psikologi	113
Jadual 3.3: Item Pemencaran Kuasa Psikologi	116
Jadual 3.4: Item Kepimpinan Transformasi	118
Jadual 3.5: Jumlah pekerja dalam Jabatan Pertanian Malaysia di Perlis, Kedah dan Pulau Pinang	121
Jadual 3.6: Pengiraan Persampelan	123
Jadual 4.1: Maklumat Demografi Responden	145
Jadual 4.2: Keputusan Ujian Kebolehpercayaan	149
Jadual 4.3: Nilai Skewness dan Kurtosis	150
Jadual 4.4: Nilai Ujian KMO dan Barlett's	153
Jadual 4.5: Nilai Eigen untuk Niat untuk pusing ganti	154
Jadual 4.6: Matrik Komponen Berputar Niat untuk pusing ganti	155
Jadual 4.7: Ujian kebolehpercayaan niat untuk pusing ganti selepas analisis faktor	156
Jadual 4.8: Nilai Eigen untuk Kontrak psikologi	157
Jadual 4.9: Matrik Komponen Berputar untuk Kontrak Psikologi	328
Jadual 4.10: Ujian Kebolehpercayaan untuk Kontrak Psikologi selepas Analisis Faktor	330
Jadual 4.11: Nilai Eigen untuk Pemencaran kuasa psikologi	331
Jadual 4.12: Matrik Komponen Berputar untuk Pemencaran kuasa psikologi	331

Jadual 4.13: Ujian Kebolehpercayaan untuk Pemencaran kuasa psikologi selepas Analisis Faktor	332
Jadual 4.14: Nilai Eigen untuk gaya kepimpinan transformasi	333
Jadual 4.15: Matrik Komponen Berputar gaya kepimpinan transformasi	333
Jadual 4.16: Ujian Kebolehpercayaan gaya kepimpinan transformasi Selepas Analisis Faktor	334
Jadual 4.17: Keputusan Korelasi antara kontrak psikologi, Pemencaran kuasa psikologi, Kepimpinan transformasi dan Niat untuk pusing ganti	335
Jadual 4.18: Keputusan Korelasi antara Kontrak Transaksi, Kontrak Hubungan, Kontrak Seimbang Kontrak Peralihan, Kontrak Peluang, Nilai komitmen dan Komitmen untuk kekal.	336
Jadual 4.19: Keputusan Korelasi antara Nilai sendiri, Penentuan sendiri, Nilai komitmen dan Komitmen untuk kekal	338
Jadual 4.20: Keputusan Korelasi antara Kesempurnaan, Keterbukaan, Nilai Komitmen dan Komitmen untuk kekal.	339
Jadual 4.21: Nilai Toleransi dan VIF untuk Regresi antara Niat Pusing Ganti dan Pembolehkan Tidak Bersandar	340
Jadual 4.22: Analisis Regresi antara Kontrak Psikologi dan Pemencaran Kuasa Psikologi terhadap Nilai Komitmen	342
Jadual 4.23: Rumusan Ujian kontrak psikologi dan pemencaran kuasa psikologi terhadap Komitmen untuk kekal	343
Jadual 4.24: Analisis regresi berganda antara kontrak psikologi dan pemencaran kuasa psikologi terhadap kesempurnaan	344
Jadual 4.25: Analisis regresi berganda antara kontrak psikologi dan pemencaran kuasa psikologi terhadap keterbukaan	345
Jadual 4.26: Analisis regresi berganda antara kesempurnaan terhadap nilai komitmen	346
Jadual 4.27: Analisis regresi berganda antara kesempurnaan terhadap komitmen untuk kekal	347

Jadual 4.28: Analisis regresi berganda antara keterbukaan terhadap nilai komitmen.	348
Jadual 4.29: Analisis regresi berganda antara keterbukaan terhadap komitmen untuk kekal.	349
Jadual 4.30: Rumusan ujian pengantara (kesempurnaan) dalam hubungan antara kontrak psikologi, pemencaran kuasa psikologi dan nilai komitmen	181
Jadual 4.31: Rumusan ujian pengantara (kesempurnaan) dalam hubungan antara kontrak psikologi, pemencaran kuasa psikologi dan komitmen untuk kekal	183
Jadual 4.32: Rumusan ujian pengantara (keterbukaan – kepimpinan transformasi) dalam hubungan antara kontrak psikologi, pemencaran kuasa psikologi dan nilai komitmen	185
Jadual 4.33: Rumusan ujian pengantara (keterbukaan) dalam hubungan antara kontrak psikologi, pemencaran kuasa psikologi dan komitmen untuk kekal	186
Jadual 4.34: Rumusan Ujian Hipotesis	187



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SENARAI RAJAH

Rajah 1.1. Sumber: Bahagian Perancangan, Komunikasi & Teknologi Maklumat	17
Rajah 3.1: Kerangka konseptual	104
Rajah 4.1: Kotak Plot Mahalanobis	149
Rajah 4.2: Titik Berselerak di antara Niat untuk pusing ganti dan Pemboleh ubah Tidak Bersandar	152



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SENARAI APENDIK

Apendik A: Soal Selidik Kajian	308
Apendik B: Analisis Deskriptif	320
Apendik C: Ujian Kebolehpercayaan	322
Apendik D: Ujian Normal	323
Apendik E: Ujian Linear	324
Apendik F: Analisis Faktor	325
Apendik G: Analisis Faktor untuk Niat untuk pusing ganti	326
Apendik H: Ujian Kebolehpercayaan	327
Apendik I: Analisis Faktor untuk Kontrak psikologi	328
Apendik J: Ujian Kebolehpercayaan	330
Apendik K: Analisis Faktor untuk Pemencaran kuasa psikologi	331
Apendik L: Ujian Kebolehpercayaan	332
Apendik M: Analisis Faktor untuk Kepimpinan Tranformasi	333
Apendik N: Ujian Kebolehpercayaan	334
Apendik O: Keputusan Korelasi	335
Apendik P: Keputusan Korelasi	336
Apendik Q: Keputusan Korelasi	338
Apendik R: Keputusan Korelasi	339
Apendik S: Analisis Regresi Berganda	340
Apendik T: Analisis Regresi Berganda	342

BAB SATU

Pengenalan

1.1 Latar Belakang

Cabaran dunia perniagaan yang hebat masa kini menuntut ke semua organisasi sentiasa mempertingkatkan prestasi kerja dan produktiviti sedia ada bagi mengekalkan kompetitif dan agar tidak ketinggalan. Komitmen pekerja terhadap organisasi merupakan aset penting untuk menentukan produktiviti dan kelangsungannya (Hidayah & Fadilah, 2015). Apabila pekerja meninggalkan organisasi secara sukarela iaitu sebelum sampai tempoh perkhidmatan, ianya memberi kesan terhadap kemampuan pekerja sedia ada dalam memberi perkhidmatan yang terbaik kepada pelanggan akibat tambahan tugas, penurunan kepuasan kerja dan penurunan komitmen terhadap organisasi (Benjamin, Yeoh & Syuhaily, 2010).

Dalam organisasi, produktiviti merupakan isu yang amat penting dan terdapat beberapa faktor yang menentukan produktiviti sesebuah organisasi dan antaranya adalah kesan pusing ganti. Menurut Harrison dan Gordon (2014), organisasi terpaksa menanggung kos yang tinggi kesan daripada pekerja yang mengambil tindakan pusing ganti kerana terpaksa menanggung pembelanjaan periklanan, pengambilan, pemilihan dan latihan. Kos berikutan pusing ganti juga memberi kesan kepada hal-hal lain seperti mengambil dan melatih pengganti (Allen, Bryant, & Vardaman, 2010), penurunan prestasi (Shaw, Gupta, & Delery, 2005) dan komitmen organisasi (Renaud, Morin, & Bechard, 2017).

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SOAL SELIDIK

Tuan/Puan/En./Cik,

Anda telah dipilih secara rawak untuk menjadi individu penting bagi kajian berkenaan dengan pengaruh kontrak psikologi, pemencaran kuasa psikologi, kepimpinan transformasi dan niat untuk pusing ganti.

Soal selidik ini adalah penting untuk golongan pekerja kerana ia akan membantu penyelidik untuk melihat apa yang dirasakan oleh golongan pekerja terhadap tindak balas niat untuk pusing ganti di tempat kerja. Keputusan soal selidik ini akan membantu penyelidik untuk mempertingkatkan strategi pengurusan di masa hadapan apabila berhubung dengan pihak Jabatan Pertanian Malaysia. Ini adalah merupakan peluang anda untuk menyatakan bagaimana perasaan anda terhadap pengurusan Jabatan Pertanian Malaysia.

Untuk pengetahuan anda, soal selidik ini telah direka khas supaya jawapan yang diberikan oleh anda tidak akan di dedahkan kepada mana-mana pihak. Sehubungan itu, soal selidik ini juga akan memberi jaminan bahawa identiti dan penglibatan anda akan dirahsiakan.

Akhir sekali, penyelidik boleh mengingatkan anda tentang kepentingan kajian ini dan meminta anda untuk melengkapkan soal selidik ini. Oleh itu, penyelidik sentiasa menghargai kerjasama anda untuk menyiapkan kajian ini.

Terima Kasih.

Yang Benar,

(MOHAMAD KAMAL BIN ABDULLAH SANI)

Doktor Falsafah Pengurusan

Universiti Utara Malaysia (UUM)

BAHAGIAN 1

Section / Seksyen A : Niat Untuk Pusing Ganti / *Turnover Intention*

Penyataan di bawah menekankan berkenaan dengan niat untuk pusing ganti di tempat kerja. Baca setiap pernyataan dan tandakan kotak yang terbaik bagi mencerminkan bersetuju atau tidak bersetuju dengan kenyataan itu.

1	2	3	4
Strongly disagree Sangat tidak Setuju	Disagree Tidak Setuju	Agree Setuju	Strongly agree Sangat Setuju

1. Saya bersedia untuk terlibat ke dalam usaha yang biasanya dijangka untuk membantu kejayaan organisasi ini
I am willing to put in a great deal of effort beyond that normally expected in order to help this organization be successful.

1	2	3	4
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2. Saya bercakap tentang organisasi ini kepada rakan-rakan saya sebagai sebuah organisasi yang hebat untuk bekerja.
I talk up this organization to my friends as a great organization to work for.

1	2	3	4
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3. Saya rasa kesetiaan yang sangat sedikit untuk organisasi ini
I feel very little loyalty to this organization. (R)

1	2	3	4
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4. Saya akan menerima hampir semua jenis tugas kerja kepada saya demi organisasi.
I would accept almost any type of job assignment in order to keep working for this organization.

1	2	3	4
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5. Saya mendapati bahawa nilai-nilai saya dan nilai-nilai organisasi ini adalah sama.
I find that my values and the organization's values are very similar.

1	2	3	4
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6. Saya bangga untuk memberitahu kepada orang lain bahawa saya adalah sebahagian daripada organisasi ini.
I am proud to tell others that I am part of this organization.

1	2	3	4
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7. Saya boleh bekerja dengan baik untuk organisasi yang berbeza selagi jenis kerja adalah sama

I could just as well be working for a different organization as long as the type of work was similar. (R)

1	2	3	4
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8. Organisasi benar-benar memberi inspirasi dalam diri saya kearah prestasi kerja.

This organization really inspires the very best in me in the way of job performance.

1	2	3	4
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9. Ia akan mengambil perubahan yang sangat sedikit dalam keadaan saya sekarang yang menyebabkan saya akan meninggalkan organisasi

It would take very little change in my present circumstances to cause me to leave this organization. (R)

1	2	3	4
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10. Saya amat gembira memilih organisasi ini untuk bekerja dan saya mempertimbangkan pada masa saya sertai organisasi ini.

I am extremely glad that I chose this organization to work for over others I was considering at the time I joined.

1	2	3	4
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11. Tidak banyak yang akan diperolehi atau dipertingkatkan dengan organisasi ini selama-lamanya

There's not too much to be gained by sticking with this organization indefinitely. (R)

1	2	3	4
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12. Selalunya, saya mendapati sukar untuk bersetuju dengan dasar organisasi mengenai perkara-perkara penting yang berkaitan dengan pekerja.

Often, I find it difficult to agree with this organization's policies on important matters relating to its employees. (R)

1	2	3	4
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13. Saya benar-benar mengambil berat tentang nasib organisasi ini.

I really care about the fate of this organization.

1	2	3	4
---	---	---	---

14. Bagi saya, organisasi ini adalah yang terbaik dari semua organisasi yang saya bekerja.

For me this is the best of all possible organizations for which to work.

1	2	3	4
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15. Keputusan untuk bekerja di organisasi ini adalah satu kesilapan yang pasti di pihak saya

Deciding to work for this organization was a definite mistake on my part.

(R)

1	2	3	4
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BAHAGIAN 2

Section / Seksyen B: Kontrak Psikologi / *Psychological Contract*

Penyataan di bawah menekankan berkenaan dengan kontrak psikologi. Baca setiap pernyataan dan tandakan kotak yang terbaik bagi mencerminkan bersetuju atau tidak bersetuju dengan kenyataan itu.

1	2	3	4
Strongly disagree Sangat tidak Setuju	Disagree Tidak Setuju	Agree Setuju	Strongly agree Sangat Setuju

1. Kekal dengan organisasi ini selama-lamanya.

Remain with this organization indefinitely.

1	2	3	4
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2. Tidak membuat rancangan untuk bekerja di tempat lain.

Make no plans to work anywhere else.

1	2	3	4
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3. Bercadang untuk tinggal di sini pada masa yang panjang.

Plan to stay here a long time.

1	2	3	4
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4. Teruskan bekerja di sini

Continue to work here

1	2	3	4
---	---	---	---

5. Membuat pengorbanan peribadi untuk organisasi ini.

Make personal sacrifices for this organization.

1	2	3	4
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6. Ambil berat organisasi ini secara peribadi.

Take this organization's concerns personally.

1	2	3	4
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7. Melindungi imej organisasi ini.

Protect this organization's image.

1	2	3	4
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8. Bertindak secara peribadi demi untuk organisasi.

Commit myself personally to this organization.

1	2	3	4
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9. Membina hubungan luar organisasi ini yang meningkatkan potensi kerjaya saya.

Build contacts outside this organization that enhance my career potential.

1	2	3	4
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10. Bina kemahiran bagi meningkatkan peluang pekerjaan masa depan saya di tempat lain.

Build skills to increase my future employment opportunities elsewhere.

1	2	3	4
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11. Meningkatkan kebolehan saya kepada majikan yang berpotensi di luar organisasi.

Increase my visibility to potential employers outside the organization.

1	2	3	4
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12. Mencari tugas yang meningkatkan kebolehan di tempat lain.

Seek out assignments that enhance my employability elsewhere.

1	2	3	4
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13. Mencari peluang pembangunan yang meningkatkan nilai saya kepada organisasi ini.

Seek out developmental opportunities that enhance my value to this organization.

1	2	3	4
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14. Membina kemahiran untuk meningkatkan nilai saya kepada organisasi ini.

Build skills to increase my value to this organization.

1	2	3	4
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15. Membuat diri saya semakin berharga kepada majikan saya

Make myself increasingly valuable to my employer.

1	2	3	4
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16. Mencari tugas yang meningkatkan kebolehan di tempat lain.

Actively seek internal opportunities for training and development.

1	2	3	4
---	---	---	---

17. Terima standard prestasi yang semakin mencabar.

Accept increasingly challenging performance standards.

1	2	3	4
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18. Sesuaikan prestasi dengan perubahan permintaan perniagaan.
Adjust to changing performance demands due to business necessity

1	2	3	4
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19. Bertindak balas secara positif kepada dinamik (berubah-ubah) keperluan prestasi
Respond positively to dynamic (changing) performance requirements.

1	2	3	4
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20. Menerima tuntutan prestasi yang baru dan berbeza
Accept new and different performance demand (job standards)

1	2	3	4
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21. Melaksanakan tugas yang diperlukan sahaja.
Perform only required tasks.

1	2	3	4
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22. Melakukan kerja atas apa yang dibayar sahaja.
Do only what I am paid to do.

1	2	3	4
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23. Memenuhi bilangan tanggungjawab yang terhad.
Fulfill limited number of responsibilities.

1	2	3	4
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24. Hanya melakukan tugas-tugas tertentu apabila saya bersetuju diupah.
Only perform specific duties I agreed to when hired.

1	2	3	4
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25. Berhenti setiap kali saya mahu.
Quit whenever I want.

1	2	3	4
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26. Saya tidak mempunyai obligasi masa depan kepada majikan ini.
I have no future obligations to this employer..

1	2	3	4
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27. Meninggalkan organisasi pada bila-bila masa saya suka.
Leave at any time I choose.

1	2	3	4
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28. Saya tidak bertanggungjawab untuk kekal dengan majikan ini.
I am under no obligation to remain with this employer.

1	2	3	4
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29. Saya tidak mempercayai apa yang majikan memberitahu saya.

I cannot believe what my employer tells me.

1	2	3	4
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30. Saya tidak mempunyai kepercayaan terhadap majikan saya.

I have no trust in my employer.

1	2	3	4
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31. Ketidakselarasan wujud antara apa yang majikan saya berkata dan buat.

Inconsistency exists between what my employer says and does.

1	2	3	4
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32. Majikan saya tidak boleh dipercayai.

My employer is not trustworthy.

1	2	3	4
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33. Ia adalah sukar untuk meramalkan masa depan hubungan ini.

It's difficult to predict the future of this relationship.

1	2	3	4
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34. Saya tidak boleh menjangka apa hubungan masa depan saya dengan majikan.

I cannot anticipate what my future relationship with my employer will be.

1	2	3	4
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35. Ia sukar untuk menjangka komitmen masa depan saya.

It's difficult to anticipate my future commitment.

1	2	3	4
---	---	---	---

36. Komitmen saya kepada majikan saya tidak menentu.

My commitments to my employer are uncertain..

1	2	3	4
---	---	---	---

37. Saya mendapat gaji yang kurang untuk kerja yang lebih.

I'm getting less pay for more work.

1	2	3	4
---	---	---	---

38. Saya melakukan lebih untuk kurang.

I'm doing more for less.

1	2	3	4
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39. Saya menjangkakan kurang daripada majikan saya esok dari yang saya terima hari ini.

I expect less from my employer tomorrow than I receive today.

1	2	3	4
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40. Saya menjangkakan kerja yang banyak daripada majikan dengan bayaran yang sedikit.

I expect increasing demands from my employer for little return.

1	2	3	4
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BAHAGIAN 3

Section / Seksyen C: Pemecaran Kuasa Psikologi / Psychological Empowerment

Penyataan di bawah menekankan berkenaan dengan pemecaran kuasa psikologi. Baca setiap pernyataan dan tandakan kotak yang terbaik bagi mencerminkan bersetuju atau tidak bersetuju dengan kenyataan itu.

1	2	3	4
Strongly disagree Sangat tidak Setuju	Disagree Tidak Setuju	Agree Setuju	Strongly agree Sangat Setuju

1. Kerja yang saya lakukan adalah amat penting kepada saya

The work I do is very important to me

1	2	3	4
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2. Aktiviti kerja saya sendiri adalah bermakna kepada saya

My job activities are personally meaningful to me

1	2	3	4
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3. Kerja yang saya lakukan adalah bermakna kepada saya

The work I do is meaningful to me

1	2	3	4
---	---	---	---

4. Saya yakin tentang keupayaan untuk melakukan kerja saya

I am confident about my ability to do my job

1	2	3	4
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5. Saya mempunyai keyakinan diri mengenai keupayaan saya untuk melaksanakan aktiviti kerja saya.

I am self-assured about my capabilities to perform my work activities

1	2	3	4
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6. Saya telah menguasai kemahiran yang diperlukan untuk kerja saya
I have mastered the skill necessary for my job
- | | | | |
|---|---|---|---|
| 1 | 2 | 3 | 4 |
|---|---|---|---|
7. Saya mempunyai autonomi yang signifikan dalam menentukan bagaimana saya melakukan kerja saya
I have significant autonomy in determining how I do my job
- | | | | |
|---|---|---|---|
| 1 | 2 | 3 | 4 |
|---|---|---|---|
8. Saya boleh membuat keputusan diri sendiri bagaimana untuk melakukan kerja saya
I can decide on my own how to go about doing my work
- | | | | |
|---|---|---|---|
| 1 | 2 | 3 | 4 |
|---|---|---|---|
9. Saya mempunyai kebebasan dalam menentukan kerja saya
I have considerable opportunity for independence and freedom in how I do my job
- | | | | |
|---|---|---|---|
| 1 | 2 | 3 | 4 |
|---|---|---|---|
10. Kesan saya pada apa yang berlaku dalam jabatan saya adalah besar
My impact on what happens in my department is large
- | | | | |
|---|---|---|---|
| 1 | 2 | 3 | 4 |
|---|---|---|---|
11. Saya mempunyai banyak kawalan ke atas apa yang berlaku dalam jabatan saya
I have a great deal of control over what happens in my department
- | | | | |
|---|---|---|---|
| 1 | 2 | 3 | 4 |
|---|---|---|---|
12. Saya mempunyai pengaruh yang ketara ke atas apa yang berlaku dalam jabatan saya
I have significant influence over what happens in my department
- | | | | |
|---|---|---|---|
| 1 | 2 | 3 | 4 |
|---|---|---|---|

BAHAGIAN 4

Section / Seksyen D: Kepimpinan Tranformasi / *Transformation Leadership*

Penyataan di bawah menekankan berkenaan dengan bagaimana anda merasai gaya kepimpinan transformasi pengurus di tempat kerja. Baca setiap pernyataan dan tandakan kotak yang terbaik bagi mencerminkan bersetuju atau tidak bersetuju dengan kenyataan itu.

1	2	3	4
Strongly disagree Sangat tidak Setuju	Disagree Tidak Setuju	Agree Setuju	Strongly agree Sangat Setuju

1. Saya mempunyai keyakinan dengan pengurus saya.

I have complete confidence with my manager

1	2	3	4
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2. Dalam fikiran saya, pengurus saya adalah simbol kejayaan dan pencapaian.

In my mind, he/she is a symbol of success and accomplishment . . .

1	2	3	4
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3. Terlibat dalam perkataan dan perbuatan yang meningkatkan imej kecekapan.

Engages in words and deeds which enhances his/her image of competence

1	2	3	4
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4. Berfungsi sebagai model untuk saya.

Serves as a role model for me . . .

1	2	3	4
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5. Rasa bangga apabila dikaitkan dengan pengurus.

Instills pride in being associated with him/her . . .

1	2	3	4
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6. Memaparkan bakat luar biasa dan kecekapan dalam apa sahaja yang beliau putuskan.

Displays extraordinary talent and competence in whatever he/she decides

1	2	3	4
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7. Saya bersedia untuk mempercayai pengurus untuk mengatasi sebarang halangan.

I am ready to trust him/her to overcome any obstacle . . .

1	2	3	4
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8. Pengurus saya, mendengar kebimbangan saya.

My manager listens to my concerns . . .

1	2	3	4
---	---	---	---

9. Membuatkan saya sedar dipegang teguh dengan nilai-nilai, cita-cita dan aspirasi yang dikongsi bersama-sama.

Makes me aware of strongly held values, ideals, and aspirations which are shared in common . . .

1	2	3	4
---	---	---	---

10. Pengurus saya menggerakkan perasaan kolektif misi.

Mobilizes a collective sense of mission . . .

1	2	3	4
---	---	---	---

11. Mempunyai kuasa dalam projek dan dinamik.

Projects a powerful, dynamic, and magnetic presence . . .

1	2	3	4
---	---	---	---

12. Menunjukkan bagaimana untuk melihat masalah dari sudut yang berbeza.

Shows how to look at problems from new angles . . .

1	2	3	4
---	---	---	---

13. Menyokong pendapat saya dengan alasan yang baik.

Makes me back up my opinions with good reasoning . . .

1	2	3	4
---	---	---	---

14. Jelas melahirkan visi peluang masa depan.

Articulates a vision of future opportunities . . .

1	2	3	4
---	---	---	---

15. Memberikan nasihat apabila ia diperlukan.

Provides advice when it is needed . . .

1	2	3	4
---	---	---	---

16. Memperkenalkan projek-projek baru dan cabaran baru.

Introduces new projects and new challenges . . .

1	2	3	4
---	---	---	---

17. Melayan saya sebagai seorang individu bukan hanya ahli kumpulan.

Treats me as an individual rather than just a member of the group

1	2	3	4
---	---	---	---

18. Bercakap optimis mengenai masa depan.

talks optimistically about the future

1	2	3	4
---	---	---	---

BAHAGIAN 5

Pernyataan di bawah menekankan berkenaan dengan latar belakang anda. Baca setiap pernyataan dan tandakan kotak yang terbaik bagi mencerminkan bersetuju atau tidak bersetuju dengan kenyataan itu.

1. Jantina

() Lelaki () Perempuan

2. Status Perkahwinan

() Bujang () Berkahwin () Duda () Janda

3. Tahap Pendidikan

() SPM () Diploma () Sarjana Muda
() Sarjana

4. Umur: _____

5. Tempoh berkhidmat di Jabatan Pertanian Malaysia : _____



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Apendik B - Analisis Deskriptif

Jadual 4.1

Maklumat Demografi Responden

Statistics						
		Jantina	Status Perkahwinan	Tahap pendidikan	Umur	Tempoh berkhidmat di Jabatan Pertanian Malaysia
N	Valid	220	220	220	220	220
	Missing	0	0	0	0	0
Mean		1.28	1.80	1.43	1.91	2.18
Std. Deviation		.451	.434	.715	.935	1.061

Jantina					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Lelaki	158	71.8	71.8	71.8
	Perempuan	62	28.2	28.2	100.0
	Total	220	100.0	100.0	

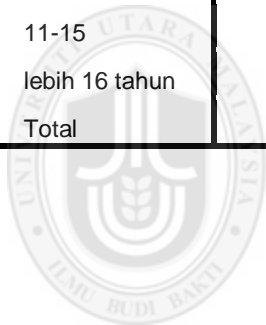
Status Perkahwinan					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bujang	46	20.9	20.9	20.9
	Berkahwin	173	78.6	78.6	99.5
	Janda	1	.5	.5	100.0
	Total	220	100.0	100.0	

Tahap pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SPM	153	69.5	69.5	69.5
	Diploma	42	19.1	19.1	88.6
	Sarjana Muda	23	10.5	10.5	99.1
	Sarjana	2	.9	.9	100.0
	Total	220	100.0	100.0	

Tempoh berkhidmat di Jabatan Pertanian Malaysia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5	72	32.7	32.7	32.7
	6-10	71	32.3	32.3	65.0
	11-15	42	19.1	19.1	84.1
	lebih 16 tahun	35	15.9	15.9	100.0
	Total	220	100.0	100.0	



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Apndik C- Ujian Kebolehpercayaan

Jadual 4.2

Keputusan Ujian Kebolehpercayaan

Pengukuran	Bilangan item	Nilai Cronbach Alpha (α)
Niat Untuk Pusing Ganti	15	0.835
Kontrak Psikologi	40	0.835
Pemencaran Kuasa Psikologi	12	0.897
Gaya Kepimpinan Tranformasi	18	0.908

Reliability Statistics

Niat_utk_pusing_ganti

Cronbach's Alpha	N of Items
.835	15

Reliability Statistics

Kontrak_psikologi

Cronbach's Alpha	N of Items
.835	40

Reliability Statistics

Pemencaran_kuasa

Cronbach's Alpha	N of Items
.897	12

Reliability Statistics

Gaya_kepimpinan_transfom

Cronbach's Alpha	N of Items
.908	18

Apendik D - Ujian Normal

Jadual 4.3

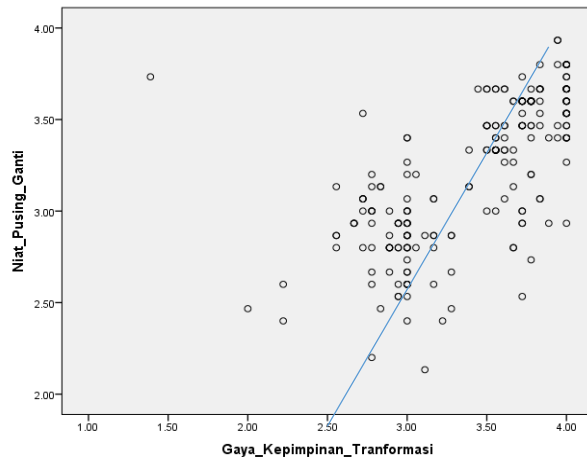
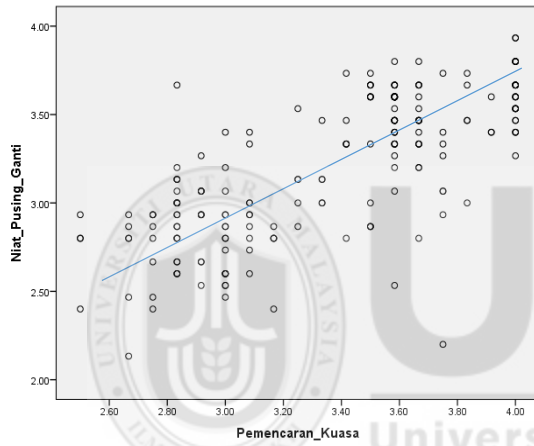
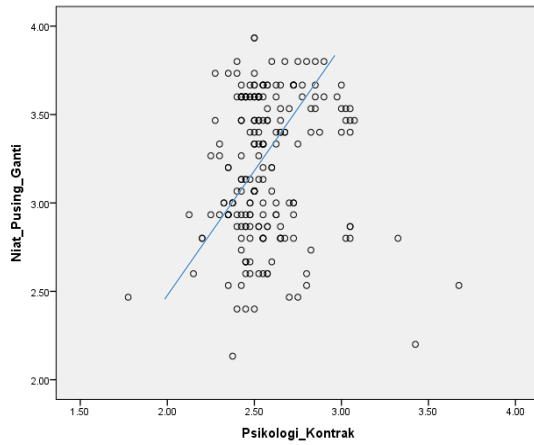
Nilai Skewness dan Kurtosis

	N Statistik	Skewness Statistik	Kurtosis Statistik
Niat Untuk Pusing Ganti	166	-0.466	-0.932
Kontrak Psikologi	166	0.713	0.363
Pemencaran Kuasa Psikologi	166	-0.297	-1.192
Gaya Kepimpinan Tranformasi	166	-0.419	-1.283

Statistics

		Niat_Pusing_ Ganti	Pemencaran _Kuasa	Gaya_Kepimpin an_Tranformasi	Kontrak_Psikolo gi
N	Valid	166	166	166	166
	Missing	0	0	0	0
Skewness		-.466	-.297	-.419	.713
Std. Error of Skewness		.188	.188	.188	.188
Kurtosis		-.932	-1.192	-1.283	.363
Std. Error of Kurtosis		.375	.375	.375	.375

Apendik E - Ujian Linear



Rajah 4.1
Titik Berselerak di antara Niat untuk pusing ganti dan Pemboleh ubah Tidak Bersandar

Apendik F - Analisis Faktor

Jadual 4.4

Nilai Ujian KMO dan Barlett's

Pembolehubah	Nilai KMO	Ujian Barlett's (sig)
Niat Untuk Pusing Ganti	0.920	0.00
Kontrak Psikologi	0.897	0.00
Pemencaran Kuasa	0.855	0.00
Psikologi	0.931	0.00
Gaya Kepimpinan		
Tranformasi		

KMO and Bartlett's Test Niat_utm_pusing_ganti

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.920
Bartlett's Test of Sphericity	Approx. Chi-Square	1293.451
	df	105
	Sig.	.000

KMO and Bartlett's Test Kontrak_psikologi

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.897
Bartlett's Test of Sphericity	Approx. Chi-Square	6168.891
	df	780
	Sig.	.000

KMO and Bartlett's Test Pemencaran_kuasa

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.855
Bartlett's Test of Sphericity	Approx. Chi-Square	1436.579
	df	66
	Sig.	.000

KMO and Bartlett's Test Gaya Kepimpinan Tranformasi

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.931
Bartlett's Test of Sphericity	Approx. Chi-Square	2403.421
	df	153
	Sig.	.000

Apendik G - Analisis Faktor untuk Niat untuk pusing ganti

Jadual 4.5

Nilai Eigen untuk Niat untuk pusing ganti

Total Variance Explained									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.183	47.885	47.885	7.183	47.885	47.885	5.495	36.633	36.633
2	1.312	8.749	56.635	1.312	8.749	56.635	2.756	18.371	55.003
3	1.040	6.934	63.568	1.040	6.934	63.568	1.285	8.565	63.568

Extraction Method: Principal Component Analysis.

Jadual 4.6

Matrik Komponen Berputar Niat untuk pusing ganti

	Rotated Component Matrix ^a		
	Component 1	Component 2	Component 3
NPG01	.576	.471	.121
NPG02	.744	.193	-.245
NPG03	.590	.541	.243
NPG05	.716	.143	.344
NPG06	.736	.315	-.010
NPG07	-.612	-.155	-.261
NPG08	.604	.382	-.061
NPG08	.604	.382	-.061
NPG10	.763	.132	.212
NPG10	.763	.132	.212
NPG13	.671	.250	.263
NPG09	.106	.801	.066
NPG11	.536	.577	-.062
NPG12	.149	.846	.143
NPG04	.155	.129	.888

Apendik H- Ujian Kebolehpercayaan

Jadual 4.7

Ujian Kebolehpercayaan Niat untuk pusing ganti selepas Analisis Faktor

Niat untuk pusing ganti	Cronbach Alpha (α) selepas analisis faktor
Faktor 1 (Nilai Komitmen)	0.846
Faktor 2 (Komitmen untuk kekal)	0.748

Reliability Statistics for Nilai

Komitmen

Cronbach's Alpha	N of Items
.846	11

Reliability Statistics for komitmen utk kekal

Cronbach's Alpha	N of Items
.748	3



Apendik I - Analisis Faktor untuk Kontrak psikologi

Jadual 4.8

Nilai Eigen untuk Kontrak psikologi

Com pone nt	Total Variance Explained								
	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Varianc e	Cumulati ve %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	17.855	44.637	44.637	17.855	44.637	44.637	10.950	27.374	27.374
2	3.784	9.460	54.097	3.784	9.460	54.097	5.792	14.480	41.854
3	2.191	5.478	59.575	2.191	5.478	59.575	3.588	8.971	50.825
4	1.573	3.932	63.507	1.573	3.932	63.507	3.070	7.674	58.499
5	1.354	3.384	66.891	1.354	3.384	66.891	2.570	6.425	64.924
6	1.269	3.172	70.062	1.269	3.172	70.062	1.776	4.440	69.364
7	1.086	2.714	72.776	1.086	2.714	72.776	1.365	3.412	72.776

Extraction Method: Principal Component Analysis.

Jadual 4.9

Matrik Komponen Berputar untuk Kontrak Psikologi

	Rotated Component Matrix						
	Component						
	1	2	3	4	5	6	7
KP07	-.532	.459	.164	-.259	.249	-.186	.226
KP13	-.757	.144	.232	.015	.328	-.018	.047
KP14	-.730	.355	.138	-.204	.193	.093	.149
KP17	-.595	.449	.141	-.271	.249	-.043	.001
KP19	-.613	.294	.183	-.285	.238	-.058	-.037
KP25	.721	-.182	-.074	.063	-.307	.080	-.192
KP26	.727	-.347	-.154	.043	-.181	.064	-.112
KP27	.708	-.288	-.025	.231	-.096	-.079	.059
KP28	.647	-.446	.044	.277	-.062	-.031	-.118
KP29	.807	-.266	-.040	.126	-.124	-.184	.048
KP30	.823	-.258	.007	.067	-.148	-.224	.094
KP31	.760	-.170	-.127	.268	-.109	-.154	.259

KP32	.726	-.205	-.049	.095	-.180	-.291	.250
KP33	.681	-.235	-.191	.211	-.157	-.098	.274
KP34	.581	-.149	-.081	.508	-.231	.009	.200
KP35	.546	-.239	-.107	.491	-.223	-.041	.175
KP36	.702	-.083	-.007	.469	-.132	-.112	.101
KP37	.624	-.084	-.058	.291	-.133	-.068	.321
KP01	-.438	.752	.079	-.157	.039	-.056	-.064
KP02	-.212	.810	-.167	-.189	.031	.045	-.063
KP03	-.515	.660	.063	.049	-.010	-.033	-.166
KP04	-.386	.541	.099	-.086	.124	.258	-.236
KP05	-.184	.760	-.036	-.093	.146	.174	-.046
KP06	-.377	.644	.079	-.100	.043	.089	.224
KP08	-.063	.717	-.278	-.148	.376	.056	-.211
KP12	-.016	-.222	.719	.041	.184	.253	.236
KP18	-.397	.160	.618	-.234	-.122	.179	.254
KP21	-.091	.071	.647	-.398	.206	-.174	-.221
KP22	-.079	-.016	.898	.010	-.008	-.003	-.062
KP23	-.085	-.053	.844	.236	-.030	.040	-.190
KP39	.478	-.219	.201	.667	-.067	-.126	.088
KP40	.500	-.159	.142	.523	-.037	.160	.019
KP10	-.452	.128	.038	-.089	.736	.123	-.061
KP11	-.436	.100	.088	-.154	.693	.091	.016
KP15	-.271	.010	.305	-.107	.203	.736	-.081
KP20	-.177	.196	.329	-.492	.162	.500	.154
KP24	-.018	-.464	.230	-.214	.119	-.607	-.153
KP38	.392	-.350	-.163	.279	-.059	.125	.592
KP09	-.413	.463	.076	-.072	.497	-.002	-.059
KP16	-.368	.354	.018	-.455	.476	.084	-.075

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.^a

a. Rotation converged in 18 iterations.

Apendik J- Ujian Kebolehpercayaan

Jadual 4.10

Ujian Kebolehpercayaan untuk Kontrak Psikologi selepas Analisis Faktor

Kontrak Psikologi	Cronbach Alpha (α) selepas analisis faktor
Faktor 1 (Transaksi)	0.735
Faktor 2 (Hubungan)	0.901
Faktor 3 (Seimbang)	0.830
Faktor 4 (Peralihan)	0.776
Faktor 5 (Peluang)	0.799

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.735	.679	18

Reliability Statistics Faktor 5

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.799	.799	2

Faktor 1 (Kontrak Transaksi)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.901	.904	7

Faktor 2 (Kontrak Hubungan)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.830	.831	5

Faktor 3 (Kontrak Seimbang)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.776	.779	2

Faktor 4 (Kontrak Peralihan)

Apendik K - Analisis Faktor untuk Pemencaran kuasa psikologi

Jadual 4.11

Nilai Eigen untuk Pemencaran kuasa psikologi

Component	Total Variance Explained								
	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.488	54.067	54.067	6.488	54.067	54.067	4.504	37.530	37.530
2	1.477	12.306	66.373	1.477	12.306	66.373	3.461	28.842	66.373

Extraction Method: Principal Component Analysis.

Jadual 4.12

Matrik Komponen Berputar untuk Pemencaran kuasa psikologi

	Rotated Component Matrix ^a	
	Component	
	1	2
PKP01	.792	.437
PKP02	.796	.316
PKP03	.813	.184
PKP04	.801	.036
PKP05	.708	.278
PKP06	.750	.333
PKP07	.683	.392
PKP08	.422	.647
PKP09	.341	.728
PKP10	.209	.748
PKP11	.100	.801
PKP12	.254	.803

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser

Normalization.^a

a. Rotation converged in 3 iterations.

Apendik L- Ujian Kebolehpercayaan

Jadual 4.13

Ujian Kebolehpercayaan untuk Pemencaran kuasa psikologi selepas Analisis Faktor

Pemencaran kuasa psikologi	Cronbach's Alpha (α) selepas analisis faktor
Faktor 1 (Nilai Kendiri)	0.916
Faktor 2 (Penentuan kendiri)	0.854

Reliability Statistics

Cronbach's Alpha	N of Items
.916	7

Reliability Statistics

Cronbach's Alpha	N of Items
.854	5



Apendik M - Analisis Faktor untuk Kepimpinan Tranformasi

Jadual 4.14

Nilai Eigen untuk kepimpinan transformasi

Total Variance Explained									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
	1	10.453	58.072	58.072	10.453	58.072	58.072	8.118	45.099
2	1.281	7.119	65.190	1.281	7.119	65.190	3.617	20.092	65.190

Extraction Method: Principal Component Analysis.

Jadual 4.15

Matrik Komponen Berputar gaya kepimpinan transformasi

	Rotated Component Matrix ^a	
	Component	
	1	2
GKT01	.751	.427
GKT02	.700	.481
GKT03	.725	.410
GKT04	.834	.090
GKT05	.839	.163
GKT06	.759	.218
GKT08	.696	.399
GKT09	.771	.196
GKT10	.513	.319
GKT11	.626	.428
GKT12	.649	.364
GKT14	.730	.388
GKT15	.739	.402
GKT16	.794	.224
GKT17	.733	.368
GKT07	.258	.814
GKT13	.191	.798
GKT18	.243	.736

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser

Normalization.^a

a. Rotation converged in 3 iterations.

Apendik N- Ujian Kebolehpercayaan

Jadual 4.16

Ujian Kebolehpercayaan gaya kepimpinan transformasi selepas Analisis Faktor

Gaya Kepimpinan Tranformasi	Cronbach Alpha (α) selepas analisis faktor
Faktor 1 (Kesempurnaan)	0.958
Faktor 2 (Keterbukaan)	0.781

Reliability Statistics for Kesempurnaan

Cronbach's Alpha	N of Items
.958	15

Reliability Statistics for Keterbukaan

Cronbach's Alpha	N of Items
.781	3



Apendik O- Keputusan Korelasi

Jadual 4.17

Keputusan Korelasi antara kontrak psikologi, Pemencaran kuasa psikologi, Gaya kepimpinan transformasi dan Niat untuk pusing ganti.

	Niat untuk pusing ganti
Kontrak psikologi	0.195*
Pemencaran kuasa psikologi	0.794**
Gaya kepimpinan transformasi	0.805**

Nota: **Signifikan pada paras keyakinan $p < .01$, *Signifikan pada paras keyakinan $p < .05$

		Niat_Pusing_Ganti	Kontrak_Psikologi	Pemencaran_Kuasa	Gaya_Kepimpinan_Transformasi
Niat_Pusing_Ganti	Pearson Correlation	1	.195*	.794**	.805**
	Sig. (2-tailed)		.012	.000	.000
	N	166	166	166	166
Kontrak_Psikologi	Pearson Correlation	.195*	1	.367**	.265**
	Sig. (2-tailed)	.012		.000	.001
	N	166	166	166	166
Pemencaran_Kuasa	Pearson Correlation	.794**	.367**	1	.950**
	Sig. (2-tailed)	.000	.000		.000
	N	166	166	166	166
Gaya_Kepimpinan_Transformasi	Pearson Correlation	.805**	.265**	.950**	1
	Sig. (2-tailed)	.000	.001	.000	
	N	166	166	166	166

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

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

Apendik P- Keputusan Korelasi

Jadual 4.18

Keputusan Korelasi antara Kontrak Transaksi, Kontrak Hubungan, Kontrak Seimbang Kontrak Peralihan, Kontrak Peluang, Nilai komitmen dan Komitmen untuk kekal.

	Nilai komitmen	Komitmen untuk kekal
Kontrak Transaksi	-0.723**	-0.586**
Kontrak Hubungan	0.688**	0.366**
Kontrak Seimbang	0.157*	0.281**
Kontrak Peralihan	-0.580**	-0.535**
Kontrak Peluang	0.679**	0.353**

Nota: **Signifikan pada paras keyakinan $p < .05$, *Signifikan pada paras keyakinan $p < .01$

	Transaksi	Hubungan	Seimbang	Pealihan	Peluang	Nilai_komitmen
Transaksi Pearson Correlation	1	-.583**	-.177*	.662**	-.600**	-.723**
Sig. (2-tailed)		.000	.022	.000	.000	.000
N	166	166	166	166	166	166
Hubungan Pearson Correlation	-.583**	1	-.010	-.502**	.445**	.688**
Sig. (2-tailed)	.000		.899	.000	.000	.000
N	166	166	166	166	166	166
Seimbang Pearson Correlation	-.177*	-.010	1	.057	.197*	.157*
Sig. (2-tailed)	.022	.899		.466	.011	.044
N	166	166	166	166	166	166
Pealihan Pearson Correlation	.662**	-.502**	.057	1	-.436**	-.580**
Sig. (2-tailed)	.000	.000	.466		.000	.000
N	166	166	166	166	166	166
Peluang Pearson Correlation	-.600**	.445**	.197*	-.436**	1	.679**
Sig. (2-tailed)	.000	.000	.011	.000		.000
N	166	166	166	166	166	166
Nilai_komitmen Pearson Correlation	-.723**	.688**	.157*	-.580**	.679**	1
Sig. (2-tailed)	.000	.000	.044	.000	.000	
N	166	166	166	166	166	166

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

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

Correlations

		Transaksi	Hubungan	Seimbang	Pealihan	Peluang	Komitmen utk_kekal
Transaksi	Pearson Correlation	1	-.583**	-.177*	.662**	-.600**	-.586**
	Sig. (2-tailed)		.000	.022	.000	.000	.000
	N	166	166	166	166	166	166
Hubungan	Pearson Correlation	-.583**	1	-.010	-.502**	.445**	.366**
	Sig. (2-tailed)	.000		.899	.000	.000	.000
	N	166	166	166	166	166	166
Seimbang	Pearson Correlation	-.177*	-.010	1	.057	.197*	.281**
	Sig. (2-tailed)	.022	.899		.466	.011	.000
	N	166	166	166	166	166	166
Pealihan	Pearson Correlation	.662**	-.502**	.057	1	-.436**	-.535**
	Sig. (2-tailed)	.000	.000	.466		.000	.000
	N	166	166	166	166	166	166
Peluang	Pearson Correlation	-.600**	.445**	.197*	-.436**	1	.353**
	Sig. (2-tailed)	.000	.000	.011	.000		.000
	N	166	166	166	166	166	166
Komitmen utk_kekal	Pearson Correlation	-.586**	.366**	.281**	-.535**	.353**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	166	166	166	166	166	166

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

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

Apendik Q- Keputusan Korelasi

Jadual 4.19

Keputusan Korelasi antara Nilai sendiri, Penentuan sendiri, Nilai komitmen dan Komitmen untuk kekal.

	Nilai Komitmen	Komitmen untuk kekal
Nilai Kendiri	.832**	.548**
Penentuan sendiri	.541**	.521**

Nota: **Signifikan pada paras keyakinan $p < .01$

Correlations

		Nilai_Kendiri	Gaya_Interaksi	Nilai_komitmen
Nilai_Kendiri	Pearson Correlation	1	.632**	.832**
	Sig. (2-tailed)		.000	.000
	N	166	166	166
Gaya_Interaksi	Pearson Correlation	.632**	1	.541**
	Sig. (2-tailed)	.000		.000
	N	166	166	166
Nilai_komitmen	Pearson Correlation	.832**	.541**	1
	Sig. (2-tailed)	.000	.000	
	N	166	166	166

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

Correlations

		Nilai_Kendiri	Penentuan_ken diri	Komitmen_utm_ kekal
Nilai_Kendiri	Pearson Correlation	1	.632**	.548**
	Sig. (2-tailed)		.000	.000
	N	166	166	166
Gaya_Interaksi	Pearson Correlation	.632**	1	.521**
	Sig. (2-tailed)	.000		.000
	N	166	166	166
Komitmen_utm_ kekal	Pearson Correlation	.548**	.521**	1
	Sig. (2-tailed)	.000	.000	
	N	166	166	166

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

Apendik R - Keputusan Korelasi

Jadual 4.20

Keputusan Korelasi antara Kesempurnaan, Keterbukaan, Nilai Komitmen dan Komitmen untuk kekal .

	Nilai Komitmen	Komitmen untuk kekal
Kesempurnaan	.801**	.608**
Keterbukaan	.426**	.508**

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

Correlations

		Kesempurnaan	Keterbukaan	Nilai_komitmen
Kesempurnaan	Pearson Correlation	1	.631**	.801**
	Sig. (2-tailed)		.000	.000
	N	166	166	166
Keterbukaan	Pearson Correlation	.631**	1	.426**
	Sig. (2-tailed)	.000		.000
	N	166	166	166
Nilai_komitmen	Pearson Correlation	.801**	.426**	1
	Sig. (2-tailed)	.000	.000	
	N	166	166	166

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

Correlations

		Kesempurnaan	Keterbukaan	Komitmen_utm_Kekekalan
Kesempurnaan	Pearson Correlation	1	.631**	.608**
	Sig. (2-tailed)		.000	.000
	N	166	166	166
Keterbukaan	Pearson Correlation	.631**	1	.508**
	Sig. (2-tailed)	.000		.000
	N	166	166	166
Komitmen_utm_Kekekalan	Pearson Correlation	.608**	.508**	1
	Sig. (2-tailed)	.000	.000	
	N	166	166	166

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

Apendik S - Analisis Regresi Berganda

Jadual 4.21

Nilai Toleransi dan VIF untuk Regresi antara Niat Pusing Ganti dan Pembolehubah Tidak Bersandar.

Pembolehubah Bersandar	Pembolehubah Tidak Bersandar	Toleransi	VIF
Nilai Komitmen	Kontrak Transaksi	0.356	2.805
	Kontrak Hubungan	0.435	2.296
	Kontrak Seimbangan	0.422	2.370
	Kontrak Peralihan	0.467	2.143
	Kontrak Peluang	0.398	2.510
	Nilai Kendiri	0.228	4.377
	Penentuan sendiri	0.334	2.993
Komitmen Untuk Kekal	Kontrak Transaksi	0.356	2.805
	Kontrak Hubungan	0.435	2.296
	Kontrak Seimbangan	0.422	2.370
	Kontrak Peralihan	0.467	2.143
	Kontrak Peluang	0.398	2.510
	Nilai Kendiri	0.228	4.377
	Penentuan sendiri	0.334	2.993

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.822	.384		4.751	.000		
	Transaksi	-.246	.101	-.162	-2.444	.016	.356	2.805
	Hubungan	.124	.037	.202	3.358	.001	.435	2.296
	Seimbang	.023	.036	.039	.642	.522	.422	2.370
	Pealihan	-.051	.041	-.072	-1.237	.218	.467	2.143
	Peluang	.088	.040	.139	2.218	.028	.398	2.510
	Nilai_Kendiri	.399	.075	.442	5.327	.000	.228	4.377
	Penentuan_kendiri	-.013	.050	-.018	-.260	.795	.334	2.993
2	(Constant)	1.780	.397		4.484	.000		
	Transaksi	-.236	.103	-.156	-2.284	.024	.339	2.946
	Hubungan	.124	.037	.202	3.352	.001	.435	2.296
	Seimbang	.026	.037	.044	.712	.477	.406	2.461
	Pealihan	-.049	.042	-.068	-1.161	.248	.457	2.186
	Peluang	.088	.040	.139	2.212	.028	.398	2.510

Nilai_Kendiri	.365	.109	.404	3.351	.001	.109	9.197
Penentuan_kendiri	-.027	.060	-.037	-.452	.652	.237	4.224
Kesempurnaan	.051	.118	.060	.434	.665	.082	12.215

a. Dependent Variable: Nilai_komitmen

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.177	.851		3.733	.000		
	Transaksi	-.575	.223	-.246	-2.573	.011	.356	2.805
	Hubungan	-.059	.082	-.062	-.719	.473	.435	2.296
	Seimbang	.059	.080	.064	.729	.467	.422	2.370
	Pealihan	-.295	.092	-.269	-3.224	.002	.467	2.143
	Peluang	-.246	.088	-.253	-2.801	.006	.398	2.510
	Nilai_Kendiri	.371	.166	.266	2.231	.027	.228	4.377
	Penentuan_kendiri	.263	.112	.233	2.355	.020	.334	2.993
2	(Constant)	2.896	.876		3.305	.001		
	Transaksi	-.510	.228	-.218	-2.232	.027	.339	2.946
	Hubungan	-.058	.082	-.061	-.712	.477	.435	2.296
	Seimbang	.079	.082	.086	.966	.335	.406	2.461
	Pealihan	-.279	.092	-.254	-3.017	.003	.457	2.186
	Peluang	-.246	.088	-.253	-2.808	.006	.398	2.510
	Nilai_Kendiri	.145	.240	.104	.605	.546	.109	9.197
	Penentuan_kendiri	.170	.132	.151	1.287	.200	.237	4.224
Kesempurnaan	.338	.261	.258	1.295	.197	.082	12.215	

a. Dependent Variable: Komitmen_utk_kekal

Apendik T - Analisis Regresi Berganda

4.13.1 Analisis regresi antara kontrak psikologi dan pemencaran kuasa psikologi terhadap nilai Komitmen

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.868 ^a	.753	.742	.19182	1.844

a. Predictors: (Constant), Penentuan_kendiri, Pealihan, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri

b. Dependent Variable: Nilai_Komitmen

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	17.685	7	2.526	68.667	.000 ^b
	Residual	5.813	158	.037		
	Total	23.499	165			

a. Dependent Variable: Nilai_Komitmen

b. Predictors: (Constant), Penentuan_kendiri, Pealihan, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.822	.384		4.751	.000		
	Transaksi	-.246	.101	-.162	-2.444	.016	.356	2.805
	Hubungan	.124	.037	.202	3.358	.001	.435	2.296
	Seimbang	.023	.036	.039	.642	.522	.422	2.370
	Pealihan	-.051	.041	-.072	-1.237	.218	.467	2.143
	Peluang	.088	.040	.139	2.218	.028	.398	2.510
	Nilai_Kendiri	.399	.075	.442	5.327	.000	.228	4.377
	Penentuan_kendiri	-.013	.050	-.018	-.260	.795	.334	2.993

a. Dependent Variable: Nilai_komitmen

4.13.2 Analisis regresi antara kontrak psikologi dan pemencaran kuasa psikologi terhadap komitmen untuk kekal

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.696 ^a	.484	.461	.42715	2.212

a. Predictors: (Constant), Penentuan_kendiri, Pealihan, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri

b. Dependent Variable: Komitmen_utk_kekal

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	27.036	7	3.862	21.168	.000 ^b
	Residual	28.828	158	.182		
	Total	55.864	165			

a. Dependent Variable: Komitmen_utk_kekal

b. Predictors: (Constant), Penentuan_kendiri, Pealihan, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.123	.829		3.769	.000		
	Transaksi	-.592	.217	-.254	-2.723	.007	.359	2.788
	Hubungan	-.072	.080	-.076	-.899	.370	.435	2.301
	Seimbang	.078	.079	.085	.991	.323	.421	2.373
	Pealihan	-.299	.089	-.274	-3.355	.001	.468	2.136
	Peluang	-.257	.086	-.266	-3.002	.003	.399	2.508
	Nilai_Kendiri	.428	.163	.308	2.628	.009	.228	4.387
	Penentuan_kendiri	.231	.109	.206	2.118	.036	.331	3.017

a. Dependent Variable: Komitmen_utk_kekal

4.14. Analisis Regresi antara kontrak psikologi dan pemecaran kuasa psikologi terhadap kepemimpinan transformasi

4.14.1 Analisis regresi antara kontrak psikologi dan pemecaran kuasa psikologi terhadap kesempurnaan.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.967 ^a	.935	.932	.11451	1.987

a. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri

b. Dependent Variable: Kesempurnaan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29.068	8	3.634	277.125	.000 ^b
	Residual	2.019	154	.013		
	Total	31.088	162			

a. Dependent Variable: Kesempurnaan

b. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.797	.229		3.477	.001		
	Transaksi	-.192	.060	-.110	-3.194	.002	.357	2.800
	Hubungan	.008	.022	.011	.356	.722	.435	2.298
	Seimbang	-.064	.022	-.093	-2.979	.003	.430	2.325
	Pealihan	-.039	.025	-.047	-1.568	.119	.468	2.138
	Peluang	.040	.025	.054	1.618	.108	.377	2.653
	Nilai_Kendiri	.639	.045	.612	14.221	.000	.228	4.389
	Penentuan_kendiri	.245	.030	.286	8.079	.000	.337	2.964

a. Dependent Variable: Kesempurnaan

4.14.2 Analisis regresi antara kontrak psikologi dan pemecaran kuasa psikologi terhadap keterbukaan.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.852 ^a	.726	.712	.23683	1.977

a. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri

b. Dependent Variable: Keterbukaan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	22.999	8	2.875	51.256	.000 ^b
	Residual	8.694	155	.056		
	Total	31.693	163			

a. Dependent Variable: Keterbukaan

b. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.351	.472		2.860	.005		
	Transaksi	-.136	.124	-.077	-1.100	.273	.358	2.792
	Hubungan	-.112	.046	-.155	-2.423	.017	.433	2.311
	Seimbang	.232	.046	.331	5.091	.000	.417	2.396
	Pealihan	-.004	.051	-.005	-.080	.936	.471	2.123
	Peluang	.047	.050	.064	.945	.346	.385	2.598
	Nilai_Kendiri	.215	.093	.204	2.301	.023	.225	4.436
	Penentuan_kendiri	.409	.062	.479	6.579	.000	.333	3.001

a. Dependent Variable: Keterbukaan

4.15.1 Analisis regresi antara kesempurnaan terhadap nilai komitmen.

Jadual 4.26

Analisis regresi berganda antara kesempurnaan terhadap nilai komitmen.

Pembolehubah	R^2	Nilai F	Beta
Kesempurnaan	0.689	357.169	0.830*

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.830 ^a	.689	.687	.20761	2.022

a. Predictors: (Constant), Kesempurnaan

b. Dependent Variable: Nilai_komitmen

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15.395	1	15.395	357.169	.000 ^b
	Residual	6.939	161	.043		
	Total	22.334	162			

a. Dependent Variable: Nilai_komitmen

b. Predictors: (Constant), Kesempurnaan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.889	.129		6.896	.000		
	Kesempurnaan	.692	.037	.830	18.899	.000	1.000	1.000

a. Dependent Variable: Nilai_komitmen

4.15.2 Analisis regresi antara kesempurnaan terhadap komitmen untuk kekal.

Jadual 4.27

Analisis regresi berganda antara kesempurnaan terhadap komitmen untuk kekal.

Pembolehubah	R^2	Nilai F	Beta
Kesempurnaan	0.389	103.843	0.624*

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.624 ^a	.389	.385	.45135	2.235

a. Predictors: (Constant), Kesempurnaan

b. Dependent Variable: Komitmen_utk_kekal

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.154	1	21.154	103.843	.000 ^b
	Residual	33.205	163	.204		
	Total	54.360	164			

a. Dependent Variable: Komitmen_utk_kekal

b. Predictors: (Constant), Kesempurnaan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.412	.279		1.478	.141		
	Kesempurnaan	.808	.079	.624	10.190	.000	1.000	1.000

a. Dependent Variable: Komitmen_utk_kekal

4.15.3 Analisis regresi antara keterbukaan terhadap nilai komitmen.

Jadual 4.28

Analisis regresi berganda antara keterbukaan terhadap nilai komitmen.

Pembolehubah	R^2	Nilai F	Beta
Keterbukaan	0.181	36.270	0.426*

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.426 ^a	.181	.176	.34254	1.324

a. Predictors: (Constant), Keterbukaan

b. Dependent Variable: Nilai_komitmen

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.256	1	4.256	36.270	.000 ^b
	Residual	19.243	164	.117		
	Total	23.499	165			

a. Dependent Variable: Nilai_komitmen

b. Predictors: (Constant), Keterbukaan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.076	.205		10.126	.000		
	Keterbukaan	.363	.060	.426	6.022	.000	1.000	1.000

a. Dependent Variable: Nilai_komitmen

4.15.4 Analisis regresi antara keterbukaan terhadap komitmen untuk kekal.
 Jadual 4.29

Analisis regresi berganda antara keterbukaan terhadap komitmen untuk kekal.

Pembolehubah	R^2	Nilai F	Beta
Keterbukaan	0.258	57.020	0.508*

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.508 ^a	.258	.253	.50275	1.703

a. Predictors: (Constant), Keterbukaan

b. Dependent Variable: Komitmen_utk_kekal

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.412	1	14.412	57.020	.000 ^b
	Residual	41.452	164	.253		
	Total	55.864	165			

a. Dependent Variable: Komitmen_utk_kekal

b. Predictors: (Constant), Keterbukaan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.970	.301		3.222	.002		
	Keterbukaan	.669	.089	.508	7.551	.000	1.000	1.000

a. Dependent Variable: Komitmen_utk_kekal

4.16.1 Analisis regresi antara kontrak psikologi, pemencaran kuasa psikologi dan kesempurnaan terhadap nilai Komitmen

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.868 ^a	.753	.740	.19232	
2	.868 ^b	.753	.739	.19282	1.863

- a. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri
- b. Predictors: (Constant), Gaya_Interaksi, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri, Kesempurnaan
- c. Dependent Variable: Nilai_komitmen

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	17.692	8	2.211	59.790	.000 ^b
	Residual	5.807	157	.037		
	Total	23.499	165			
2	Regression	17.699	9	1.967	52.893	.000 ^c
	Residual	5.800	156	.037		
	Total	23.499	165			

- a. Dependent Variable: Nilai_komitmen
- b. Predictors: (Constant), Gaya_Interaksi, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri
- c. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri, Kesempurnaan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
		1	(Constant)	1.822	.384		4.751	.000
	Transaksi	-.246	.101	-.162	-2.444	.016	.356	2.805
	Hubungan	.124	.037	.202	3.358	.001	.435	2.296
	Seimbang	.023	.036	.039	.642	.522	.422	2.370
	Pealihan	-.051	.041	-.072	-1.237	.218	.467	2.143
	Peluang	.088	.040	.139	2.218	.028	.398	2.510
	Nilai_Kendiri	.399	.075	.442	5.327	.000	.228	4.377
	Penentuan_kendiri	-.013	.050	-.018	-.260	.795	.334	2.993
2	(Constant)	1.780	.397		4.484	.000		
	Transaksi	-.236	.103	-.156	-2.284	.024	.339	2.946
	Hubungan	.124	.037	.202	3.352	.001	.435	2.296
	Seimbang	.026	.037	.044	.712	.477	.406	2.461
	Pealihan	-.049	.042	-.068	-1.161	.248	.457	2.186
	Peluang	.088	.040	.139	2.212	.028	.398	2.510
	Nilai_Kendiri	.365	.109	.404	3.351	.001	.109	9.197
	Penentuan_kendiri	-.027	.060	-.037	-.452	.652	.237	4.224
	Kesempurnaan	.051	.118	.060	.434	.665	.082	12.215

a. Dependent Variable: Nilai_komitmen

4.16.2 Analisis regresi antara kontrak psikologi, pemencaran kuasa psikologi dan kesempurnaan terhadap komitmen untuk kekal.

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.699 ^a	.488	.462	.42668	
2	.703 ^b	.494	.465	.42576	2.269

a. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri

b. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri, Kesempurnaan

c. Dependent Variable: Komitmen_utk_kekal

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	27.282	8	3.410	18.732	.000 ^b
	Residual	28.582	157	.182		
	Total	55.864	165			
2	Regression	27.586	9	3.065	16.909	.000 ^c
	Residual	28.278	156	.181		
	Total	55.864	165			

a. Dependent Variable: Komitmen_utk_kekal

b. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri

c. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri, Kesempurnaan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.177	.851		3.733	.000		
	Transaksi	-.575	.223	-.246	-2.573	.011	.356	2.805
	Hubungan	-.059	.082	-.062	-.719	.473	.435	2.296
	Seimbang	.059	.080	.064	.729	.467	.422	2.370
	Pealihan	-.295	.092	-.269	-3.224	.002	.467	2.143
	Peluang	-.246	.088	-.253	-2.801	.006	.398	2.510
	Nilai_Kendiri	.371	.166	.266	2.231	.027	.228	4.377
	Penentuan_kendiri	.263	.112	.233	2.355	.020	.334	2.993
2	(Constant)	2.896	.876		3.305	.001		
	Transaksi	-.510	.228	-.218	-2.232	.027	.339	2.946
	Hubungan	-.058	.082	-.061	-.712	.477	.435	2.296
	Seimbang	.079	.082	.086	.966	.335	.406	2.461
	Pealihan	-.279	.092	-.254	-3.017	.003	.457	2.186
	Peluang	-.246	.088	-.253	-2.808	.006	.398	2.510
	Nilai_Kendiri	.145	.240	.104	.605	.546	.109	9.197
	Penentuan_kendiri	.170	.132	.151	1.287	.200	.237	4.224
	Kesempurnaan	.338	.261	.258	1.295	.197	.082	12.215

a. Dependent Variable: Komitmen_utm_kekal

4.16.3 Analisis regresi antara kontrak psikologi, pemencaran kuasa psikologi dan keterbukaan terhadap nilai komitmen

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.868 ^a	.753	.740	.19232	
2	.872 ^b	.760	.746	.19033	1.908

- a. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri
- b. Predictors: (Constant), Gaya_Interaksi, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri, Keterbukaan
- c. Dependent Variable: Nilai_komitmen

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	17.692	8	2.211	59.790	.000 ^b
	Residual	5.807	157	.037		
	Total	23.499	165			
2	Regression	17.848	9	1.983	54.745	.000 ^c
	Residual	5.651	156	.036		
	Total	23.499	165			

- a. Dependent Variable: Nilai_komitmen
- b. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri
- c. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri, Keterbukaan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
		1	(Constant)	1.822	.384		4.751	.000
	Transaksi	-.246	.101	-.162	-2.444	.016	.356	2.805
	Hubungan	.124	.037	.202	3.358	.001	.435	2.296
	Seimbang	.023	.036	.039	.642	.522	.422	2.370
	Pealihan	-.051	.041	-.072	-1.237	.218	.467	2.143
	Peluang	.088	.040	.139	2.218	.028	.398	2.510
	Kedudukan_Diri	-.021	.052	-.021	-.415	.679	.589	1.698
	Nilai_Kendiri	.399	.075	.442	5.327	.000	.228	4.377
	Penentuan_kendiri	-.013	.050	-.018	-.260	.795	.334	2.993
2	(Constant)	1.987	.388		5.124	.000		
	Transaksi	-.265	.100	-.175	-2.646	.009	.354	2.828
	Hubungan	.114	.037	.186	3.091	.002	.428	2.337
	Seimbang	.047	.038	.079	1.247	.214	.383	2.609
	Pealihan	-.051	.041	-.072	-1.254	.212	.467	2.143
	Peluang	.090	.039	.143	2.291	.023	.398	2.511
	Kedudukan_Diri	-.026	.051	-.026	-.508	.612	.588	1.701
	Nilai_Kendiri	.425	.075	.471	5.655	.000	.222	4.505
	Penentuan_kendiri	.040	.056	.055	.717	.474	.264	3.787
	Keterbukaan	-.125	.060	-.146	-2.076	.040	.312	3.204

a. Dependent Variable: Nilai_komitmen

4.16.4 Analisis regresi antara kontrak psikologi, pemencaran kuasa psikologi dan keterbukaan terhadap komitmen untuk kekal

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.716 ^a	.513	.488	.41530	
2	.724 ^b	.524	.496	.41205	2.118

a. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri

b. Predictors: (Constant) Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri, Keterbukaan

c. Dependent Variable: Komitmen_utk_kekal

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	28.351	8	3.544	20.548	.000 ^b
	Residual	26.905	156	.172		
	Total	55.257	164			
2	Regression	28.939	9	3.215	18.938	.000 ^c
	Residual	26.317	155	.170		
	Total	55.257	164			

a. Dependent Variable: Komitmen_utk_kekal

b. Predictors: (Constant), Penentuan_kendiri, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri

c. Predictors: (Constant), Gaya_Interaksi, Pealihan, Kedudukan_Diri, Hubungan, Peluang, Seimbang, Transaksi, Nilai_Kendiri, Keterbukaan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
		1	(Constant)	3.123	.829		3.769	.000
	Transaksi	-.592	.217	-.246	-2.723	.007	.359	2.788
	Hubungan	-.072	.080	-.062	-.899	.370	.435	2.301
	Seimbang	.078	.079	.064	.991	.323	.421	2.373
	Pealihan	-.299	.089	-.269	-3.355	.001	.468	2.136
	Peluang	-.257	.086	-.253	-3.002	.003	.399	2.508
	Nilai_Kendiri	.428	.163	.266	2.628	.009	.228	4.387
	Penentuan_kendiri	.231	.109	.233	2.118	.036	.331	3.017
2	(Constant)	2.802	.840		3.336	.001		
	Transaksi	-.556	.217	-.239	-2.568	.011	.356	2.810
	Hubungan	-.052	.080	-.056	-.655	.513	.427	2.341
	Seimbang	.032	.082	.035	.393	.695	.383	2.610
	Pealihan	-.299	.089	-.274	-3.378	.001	.468	2.136
	Peluang	-.261	.085	-.270	-3.071	.003	.399	2.509
	Nilai_Kendiri	.377	.164	.271	2.304	.023	.222	4.511
	Penentuan_kendiri	.127	.122	.113	1.047	.297	.262	3.815
	Keterbukaan	.242	.130	.184	1.861	.065	.313	3.191

a. Dependent Variable: Komitmen_utk_kekal