Lampiran Hasil SPSS

1. Frekuensi

|  |  |  |  |
| --- | --- | --- | --- |
| Variabel | | Jumlah | Persen |
| Generasi | Generasi Y | 72 | 54.5 |
|  | Generasi X | 60 | 45.5 |
| Gender | Perempuan | 56 | 42.4 |
|  | Laki-laki | 76 | 57.6 |
| Pendidikan | SMA | 10 | 7.6 |
|  | Diploma | 6 | 4.5 |
|  | S1 | 107 | 81.1 |
|  | S2 | 9 | 6.8 |
|  | Total | 132 | 100 |
| Gaji Pokok | Rp < 1 jt | 2 | 1.5 |
|  | Rp 1-5 jt | 93 | 70.5 |
|  | Rp 5-10 jt | 32 | 24.2 |
|  | Rp > 10 jt | 5 | 3.8 |
|  | Total | 132 | 100 |

**Hasil Crosstab (Tabulasi silang Antara Affective commitment dengan Gender Berdasarkan Generasi**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variabel Affective Commitment | | Generasi Y | | | | | Generasi X | | | | |
| Perempuan | Laki-laki | Total | Persen (%) | Sig. Chi-Square | Perempuan | Laki-laki | Total | Persen (%) | Sig. Chi-Square |
| Saya akan sangat bahagia menghabiskan sisa karir saya di organisasi ini (AC1) | SR | 7 | 9 | 16 | 22.20% | 0.167 | 20 | 17 | 37 | 61.70% | 0.092 |
| R | 14 | 12 | 26 | 36.10% |  | 1 | 6 | 7 | 11.70% |  |
| N | 3 | 13 | 16 | 22.20% |  | 1 | 2 | 3 | 5.00% |  |
| T | 7 | 6 | 13 | 18.10% |  | 3 | 10 | 13 | 21.70% |  |
| ST | 0 | 1 | 1 | 1.40% |  | 0 | 0 | 0 | 0.00% |  |
| Saya membanggakan organisasi kepada orang lain di luar organisasi (AC2) | SR | 2 | 6 | 8 | 11.10% | 0.248 | 6 | 10 | 16 | 26.70% | 0.007 |
| R | 17 | 15 | 32 | 44.40% |  | 15 | 7 | 22 | 36.70% |  |
| N | 3 | 11 | 14 | 19.40% |  | 1 | 9 | 10 | 16.70% |  |
| T | 8 | 8 | 16 | 22.20% |  | 3 | 9 | 12 | 20.00% |  |
| ST | 1 | 1 | 2 | 2.80% |  | 0 | 0 | 0 | 0.00% |  |
| Saya benar-benar merasakan seakan-akan permasalahan organisasi adalah permasalahan saya sendiri. (AC3) | SR | 2 | 7 | 9 | 12.50% | 0.054 | 6 | 12 | 18 | 30.00% | 0.005 |
| R | 16 | 14 | 30 | 41.70% |  | 15 | 6 | 21 | 35.00% |  |
| N | 5 | 14 | 19 | 26.40% |  | 1 | 7 | 8 | 13.30% |  |
| T | 8 | 4 | 12 | 16.70% |  | 3 | 10 | 13 | 21.70% |  |
| ST | 0 | 2 | 2 | 2.80% |  | 0 | 0 | 0 | 0.00% |  |
| Saya berfikir saya tidak akan mudah menjadi terikat dengan organisasi lain seperti saya terikat dengan organisasi ini. (AC4) | SR | 1 | 3 | 4 | 5.60% | 0.048 | 0 | 1 | 1 | 1.70% | 0.003 |
| R | 18 | 13 | 31 | 43.10% |  | 15 | 5 | 20 | 33.30% |  |
| N | 4 | 18 | 22 | 30.60% |  | 7 | 19 | 26 | 43.30% |  |
| T | 7 | 6 | 13 | 18.10% |  | 3 | 10 | 13 | 21.70% |  |
| ST | 1 | 1 | 2 | 2.80% |  | 0 | 0 | 0 | 0.00% |  |
| Saya merasa menjadi bagian dari keluarga pada organisasi ini. (AC5) | SR | 0 | 2 | 2 | 2.80% | 0.29 | 0 | 0 | 0 | 0.00% | 0.032 |
| R | 2 | 6 | 8 | 11.10% |  | 7 | 9 | 16 | 26.70% |  |
| N | 20 | 23 | 43 | 59.70% |  | 15 | 10 | 25 | 41.70% |  |
| T | 9 | 8 | 17 | 23.60% |  | 3 | 15 | 18 | 30.00% |  |
| ST | 0 | 2 | 2 | 2.80% |  | 0 | 1 | 1 | 1.70% |  |
| Saya merasa terikat secara emosional pada organisasi ini. (AC6) | SR | 1 | 4 | 5 | 6.90% | 0.064 | 6 | 9 | 15 | 25.00% | 0.002 |
| R | 17 | 14 | 31 | 43.10% |  | 15 | 5 | 20 | 33.30% |  |
| N | 4 | 13 | 17 | 23.60% |  | 1 | 10 | 11 | 18.30% |  |
| T | 9 | 7 | 16 | 22.20% |  | 3 | 10 | 13 | 21.70% |  |
| ST | 0 | 3 | 3 | 4.20% |  | 0 | 1 | 1 | 1.70% |  |
| Organisasi ini memiliki arti yang sangat besar bagi saya. (AC7) | SR | 1 | 1 | 2 | 2.80% | 0.411 | 0 | 1 | 1 | 1.70% | 0.041 |
| R | 14 | 13 | 27 | 37.50% |  | 7 | 13 | 20 | 33.30% |  |
| N | 8 | 17 | 25 | 34.70% |  | 15 | 8 | 23 | 38.30% |  |
| T | 8 | 8 | 16 | 22.20% |  | 3 | 12 | 15 | 25.00% |  |
| ST | 0 | 2 | 2 | 2.80% |  | 0 | 1 | 1 | 1.70% |  |
| Saya mempunyai rasa memiliki yang kuat terhadap organisasi. (AC8) | SR | 0 | 2 | 2 | 2.80% | 0.197 | 0 | 1 | 1 | 1.70% | 0.065 |
| R | 18 | 17 | 35 | 48.60% |  | 20 | 15 | 35 | 58.30% |  |
| N | 6 | 14 | 20 | 27.80% |  | 2 | 6 | 8 | 13.30% |  |
| T | 7 | 6 | 13 | 18.10% |  | 3 | 11 | 14 | 23.30% |  |
| ST | 0 | 2 | 2 | 2.80% |  | 0 | 2 | 2 | 3.30% |  |
| Total |  | 31 | 41 | 72 | 100.00% |  | 25 | 35 | 60 | 100.00% |  |

**Hasil Crosstab (Tabulasi silang Antara Affective commitment dengan Pendidikan Berdasarkan Generasi**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variabel Affective Commitment | | Generasi Y | | | | | | Generasi X | | | | | |
| Pendidikan | | | Total | Persen | Sig. Chi Square | Pendidikan | | | Total | Persen | Sig. Chi Square |
| SLTA | Diploma | S1 | SLTA | S1 | S2 |
| Saya akan sangat bahagia menghabiskan sisa karir saya di organisasi ini (AC1) | SR | 0 | 1 | 15 | 16 | 22.20% | 0.095 | 3 | 30 | 4 | 37 | 61.70% | 0.281 |
| R | 1 | 1 | 24 | 26 | 36.10% |  | 1 | 5 | 1 | 7 | 11.70% |  |
| N | 0 | 0 | 16 | 16 | 22.20% |  | 0 | 2 | 1 | 3 | 5.00% |  |
| T | 1 | 4 | 8 | 13 | 18.10% |  | 4 | 6 | 3 | 13 | 21.70% |  |
| ST | 0 | 0 | 1 | 1 | 1.40% |  | 0 | 0 | 0 | 0 | 0.00% |  |
| Saya membanggakan organisasi kepada orang lain di luar organisasi (AC2) | SR | 0 | 0 | 8 | 8 | 11.10% | 0.59 | 1 | 14 | 1 | 16 | 26.70% |  |
| R | 1 | 1 | 30 | 32 | 44.40% |  | 1 | 20 | 1 | 22 | 36.70% | 0.000 |
| N | 0 | 2 | 12 | 14 | 19.40% |  | 1 | 3 | 6 | 10 | 16.70% |  |
| T | 1 | 3 | 12 | 16 | 22.20% |  | 5 | 6 | 1 | 12 | 20.00% |  |
| ST | 0 | 0 | 2 | 2 | 2.80% |  | 0 | 0 | 0 | 0 | 0.00% |  |
| Saya benar-benar merasakan seakan-akan permasalahan organisasi adalah permasalahan saya sendiri. (AC3) | SR | 0 | 0 | 9 | 9 | 12.50% | 0.479 | 1 | 16 | 1 | 18 | 30.00% | 0.002 |
| R | 1 | 1 | 28 | 30 | 41.70% |  | 1 | 19 | 1 | 21 | 35.00% |  |
| N | 1 | 2 | 16 | 19 | 26.40% |  | 2 | 2 | 4 | 8 | 13.30% |  |
| T | 0 | 3 | 9 | 12 | 16.70% |  | 4 | 6 | 3 | 13 | 21.70% |  |
| ST | 0 | 0 | 2 | 2 | 2.80% |  | 0 | 0 | 0 | 0 | 0.00% |  |
| Saya berfikir saya tidak akan mudah menjadi terikat dengan organisasi lain seperti saya terikat dengan organisasi ini. (AC4) | SR | 0 | 0 | 4 | 4 | 5.60% | 0.112 | 0 | 0 | 1 | 1 | 1.70% | 0.023 |
| R | 1 | 1 | 29 | 31 | 43.10% |  | 0 | 17 | 3 | 20 | 33.30% |  |
| N | 0 | 1 | 21 | 22 | 30.60% |  | 4 | 20 | 2 | 26 | 43.30% |  |
| T | 1 | 4 | 8 | 13 | 18.10% |  | 4 | 6 | 3 | 13 | 21.70% |  |
| ST | 0 | 0 | 2 | 2 | 2.80% |  | 0 | 0 | 0 | 0 | 0.00% |  |
| Saya merasa menjadi bagian dari keluarga pada organisasi ini. (AC5) | SR | 0 | 0 | 2 | 2 | 2.80% | 0.823 | 0 | 0 | 0 | 0 | 0.00% | 0.004 |
| R | 0 | 1 | 7 | 8 | 11.10% |  | 1 | 15 | 0 | 16 | 26.70% |  |
| N | 1 | 2 | 40 | 43 | 59.70% |  | 1 | 20 | 4 | 25 | 41.70% |  |
| T | 1 | 3 | 13 | 17 | 23.60% |  | 5 | 8 | 5 | 18 | 30.00% |  |
| ST | 0 | 0 | 2 | 2 | 2.80% |  | 1 | 0 | 0 | 1 | 1.70% |  |
| Saya merasa terikat secara emosional pada organisasi ini. (AC6) | SR | 0 | 0 | 5 | 5 | 6.90% | 0.658 | 1 | 14 | 0 | 15 | 25.00% | 0.003 |
| R | 1 | 1 | 29 | 31 | 43.10% |  | 0 | 18 | 2 | 20 | 33.30% |  |
| N | 0 | 2 | 15 | 17 | 23.60% |  | 2 | 5 | 4 | 11 | 18.30% |  |
| T | 1 | 3 | 12 | 16 | 22.20% |  | 4 | 6 | 3 | 13 | 21.70% |  |
| ST | 0 | 0 | 3 | 3 | 4.20% |  | 1 | 0 | 0 | 1 | 1.70% |  |
| Organisasi ini memiliki arti yang sangat besar bagi saya. (AC7) | SR | 0 | 0 | 2 | 2 | 2.80% | 0.233 | 0 | 0 | 1 | 1 | 1.70% | 0.001 |
| R | 1 | 0 | 26 | 27 | 37.50% |  | 1 | 18 | 1 | 20 | 33.30% |  |
| N | 0 | 2 | 23 | 25 | 34.70% |  | 1 | 19 | 3 | 23 | 38.30% |  |
| T | 1 | 4 | 11 | 16 | 22.20% |  | 5 | 6 | 4 | 15 | 25.00% |  |
| ST | 0 | 0 | 2 | 2 | 2.80% |  | 1 | 0 | 0 | 1 | 1.70% |  |
| Saya mempunyai rasa memiliki yang kuat terhadap organisasi. (AC8) | SR | 0 | 0 | 2 | 2 | 2.80% | 0.475 | 0 | 0 | 1 | 1 | 1.70% | 0.003 |
| R | 1 | 1 | 33 | 35 | 48.60% |  | 1 | 32 | 2 | 35 | 58.30% |  |
| N | 0 | 2 | 18 | 20 | 27.80% |  | 2 | 4 | 2 | 8 | 13.30% |  |
| T | 1 | 3 | 9 | 13 | 18.10% |  | 4 | 7 | 3 | 14 | 23.30% |  |
| ST | 0 | 0 | 2 | 2 | 2.80% |  | 1 | 0 | 1 | 2 | 3.30% |  |
| Total |  | 2 | 6 | 64 | 72 | 100.00% |  | 8 | 43 | 9 | 60 | 100.00% |  |

**Hasil Crosstab (Tabulasi silang Antara Affective commitment dengan Gaji Berdasarkan Generasi**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variabel Affective Commitment | | Generasi Y | | | | | | Generasi X | | | | | | |
| Gaji | | | Total | Persen | Sig. Chi Square | Gaji | | | | Total | Persen | Sig. Chi Square |
| Rp < 1 jt | Rp 1-5 jt | Rp 5-10 jt | Rp < 1 jt | Rp 1-5 jt | Rp 5-10 jt | Rp > 10 jt |
| Saya akan sangat bahagia menghabiskan sisa karir saya di organisasi ini (AC1) | SR | 0 | 16 | 0 | 16 | 22.20% | 0.376 | 0 | 13 | 20 | 4 | 37 | 61.70% | 0.154 |
| R | 0 | 25 | 1 | 26 | 36.10% |  | 0 | 3 | 3 | 1 | 7 | 11.70% |  |
| N | 0 | 14 | 2 | 16 | 22.20% |  | 0 | 0 | 3 | 0 | 3 | 5.00% |  |
| T | 1 | 12 | 0 | 13 | 18.10% |  | 1 | 9 | 3 | 0 | 13 | 21.70% |  |
| ST | 0 | 1 | 0 | 1 | 1.40% |  | 0 | 0 | 0 | 0 | 0 | 0.00% |  |
| Saya membanggakan organisasi kepada orang lain di luar organisasi (AC2) | SR | 0 | 8 | 0 | 8 | 11.10% | 0.73 | 0 | 5 | 8 | 3 | 16 | 26.70% | 0.013 |
| R | 0 | 30 | 2 | 32 | 44.40% |  | 0 | 8 | 12 | 2 | 22 | 36.70% |  |
| N | 0 | 13 | 1 | 14 | 19.40% |  | 0 | 2 | 8 | 0 | 10 | 16.70% |  |
| T | 1 | 15 | 0 | 16 | 22.20% |  | 1 | 10 | 1 | 0 | 12 | 20.00% |  |
| ST | 0 | 2 | 0 | 2 | 2.80% |  | 0 | 0 | 0 | 0 | 0 | 0.00% |  |
| Saya benar-benar merasakan seakan-akan permasalahan organisasi adalah permasalahan saya sendiri. (AC3) | SR | 0 | 9 | 0 | 9 | 12.50% | 0.654 | 0 | 6 | 9 | 3 | 18 | 30.00% | 0.194 |
| R | 0 | 29 | 1 | 30 | 41.70% |  | 0 | 8 | 12 | 1 | 21 | 35.00% |  |
| N | 1 | 16 | 2 | 19 | 26.40% |  | 0 | 2 | 5 | 1 | 8 | 13.30% |  |
| T | 0 | 12 | 0 | 12 | 16.70% |  | 1 | 9 | 3 | 0 | 13 | 21.70% |  |
| ST | 0 | 2 | 0 | 2 | 2.80% |  |  |  |  |  |  |  |  |
| Saya berfikir saya tidak akan mudah menjadi terikat dengan organisasi lain seperti saya terikat dengan organisasi ini. (AC4) | SR | 0 | 4 | 0 | 4 | 5.60% | 0.564 | 0 | 0 | 1 | 0 | 1 | 1.70% | 0.139 |
| R | 0 | 30 | 1 | 31 | 43.10% |  | 0 | 6 | 13 | 1 | 20 | 33.30% |  |
| N | 0 | 20 | 2 | 22 | 30.60% |  | 0 | 10 | 12 | 4 | 26 | 43.30% |  |
| T | 1 | 12 | 0 | 13 | 18.10% |  | 1 | 9 | 3 | 0 | 13 | 21.70% |  |
| ST | 0 | 2 | 0 | 2 | 2.80% |  | 0 | 0 | 0 | 0 | 0 | 0.00% |  |
| Saya merasa menjadi bagian dari keluarga pada organisasi ini. (AC5) | SR | 0 | 2 | 0 | 2 | 2.80% | 0.724 | 0 | 0 | 0 | 0 | 0 | 0.00% | 0.361 |
| R | 0 | 8 | 0 | 8 | 11.10% |  | 0 | 6 | 7 | 3 | 16 | 26.70% |  |
| N | 0 | 40 | 3 | 43 | 59.70% |  | 0 | 8 | 15 | 2 | 25 | 41.70% |  |
| T | 1 | 16 | 0 | 17 | 23.60% |  | 1 | 10 | 7 | 0 | 18 | 30.00% |  |
| ST | 0 | 2 | 0 | 2 | 2.80% |  | 0 | 1 | 0 | 0 | 1 | 1.70% |  |
| Saya merasa terikat secara emosional pada organisasi ini. (AC6) | SR | 0 | 5 | 0 | 5 | 6.90% | 0.533 | 0 | 5 | 7 | 3 | 15 | 25.00% | 0.121 |
| R | 0 | 30 | 1 | 31 | 43.10% |  | 0 | 7 | 13 | 0 | 20 | 33.30% |  |
| N | 0 | 15 | 2 | 17 | 23.60% |  | 0 | 3 | 6 | 2 | 11 | 18.30% |  |
| T | 1 | 15 | 0 | 16 | 22.20% |  | 1 | 9 | 3 | 0 | 13 | 21.70% |  |
| ST | 0 | 3 | 0 | 3 | 4.20% |  | 0 | 1 | 0 | 0 | 1 | 1.70% |  |
| Organisasi ini memiliki arti yang sangat besar bagi saya. (AC7) | SR | 0 | 2 | 0 | 2 | 2.80% | 0.729 | 0 | 0 | 1 | 0 | 1 | 1.70% | 0.034 |
| R | 0 | 26 | 1 | 27 | 37.50% |  | 0 | 7 | 8 | 5 | 20 | 33.30% |  |
| N | 0 | 23 | 2 | 25 | 34.70% |  | 0 | 7 | 16 | 0 | 23 | 38.30% |  |
| T | 1 | 15 | 0 | 16 | 22.20% |  | 1 | 10 | 4 | 0 | 15 | 25.00% |  |
| ST | 0 | 2 | 0 | 2 | 2.80% |  | 0 | 1 | 0 | 0 | 1 | 1.70% |  |
| Saya mempunyai rasa memiliki yang kuat terhadap organisasi. (AC8) | SR | 0 | 2 | 0 | 2 | 2.80% | 0.525 | 0 | 0 | 1 | 0 | 1 | 1.70% | 0.447 |
| R | 0 | 34 | 1 | 35 | 48.60% |  | 0 | 11 | 19 | 5 | 35 | 58.30% |  |
| N | 0 | 18 | 2 | 20 | 27.80% |  | 0 | 4 | 4 | 0 | 8 | 13.30% |  |
| T | 1 | 12 | 0 | 13 | 18.10% |  | 1 | 9 | 4 | 0 | 14 | 23.30% |  |
| ST | 0 | 2 | 0 | 2 | 2.80% |  | 0 | 1 | 1 | 0 | 2 | 3.30% |  |
| Total |  | 1 | 68 | 3 | 72 | 100.00% |  | 1 | 25 | 29 | 5 | 60 | 100.00% |  |

**Hasil Crosstab (Tabulasi silang Antara Continuance commitment dengan Gender Berdasarkan Generasi**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Continuance Commitment* | | Generasi Y | | | | | Generasi X | | | | |
| Perempuan | Laki-laki | Total | Persen (%) | Sig. Chi-Square | Perempuan | Laki-laki | Total | Persen (%) | Sig. Chi-Square |
| Saya khawatir terhadap apa yang mungkin terjadi jika saya berhenti dari pekerjaan saya tanpa memiliki pekerjaan lain yang serupa. (CC1) | SR | 5 | 4 | 9 | 12.50% | 0.546 | 3 | 10 | 13 | 21.70% | 0.015 |
| R | 7 | 9 | 16 | 22.20% |  | 22 | 16 | 38 | 63.30% |  |
| N | 6 | 12 | 18 | 25.00% |  | 0 | 3 | 3 | 5.00% |  |
| T | 13 | 14 | 27 | 37.50% |  | 0 | 5 | 5 | 8.30% |  |
| ST | 0 | 2 | 2 | 2.80% |  | 0 | 1 | 1 | 1.70% |  |
| Akan sangat berat bagi saya untuk meninggalkan organsisasi ini sekarang, sekalipun saya menginginkannya. (CC2) | SR | 5 | 5 | 10 | 13.90% | 0.482 | 3 | 10 | 13 | 21.70% | 0.053 |
| R | 7 | 9 | 16 | 22.20% |  | 20 | 15 | 35 | 58.30% |  |
| N | 5 | 13 | 18 | 25.00% |  | 2 | 5 | 7 | 11.70% |  |
| T | 14 | 14 | 28 | 38.90% |  | 0 | 3 | 3 | 5.00% |  |
| ST |  |  |  |  |  | 0 | 2 | 2 | 3.30% |  |
| Banyak hal dalam kehidupan saya akan terganggu jika saya memutuskan ingin meninggalkan organisasi inisekarang. (CC3) | SR | 5 | 4 | 9 | 12.50% | 0.810 | 3 | 9 | 12 | 20.00% | 0.064 |
| R | 7 | 10 | 17 | 23.60% |  | 19 | 15 | 34 | 56.70% |  |
| N | 6 | 10 | 16 | 22.20% |  | 3 | 8 | 11 | 18.30% |  |
| T | 13 | 16 | 29 | 40.30% |  | 0 | 3 | 3 | 5.00% |  |
| ST | 0 | 1 | 1 | 1.40% |  | 0 | 0 | 0 | 0.00% |  |
| Akan terlalu merugikan saya untuk meninggalkan organsisasi ini sekarang. (CC4) | SR | 4 | 4 | 8 | 11.10% | 0.793 | 3 | 8 | 11 | 18.30% | 0.545 |
| R | 7 | 10 | 17 | 23.60% |  | 15 | 19 | 34 | 56.70% |  |
| N | 18 | 21 | 39 | 54.20% |  | 7 | 7 | 14 | 23.30% |  |
| T | 2 | 5 | 7 | 9.70% |  | 0 | 0 | 0 | 0.00% |  |
| ST | 0 | 1 | 1 | 1.40% |  | 0 | 1 | 1 | 1.70% |  |
| Saat ini tetap bekerja di organisasi ini merupakan kebutuhan sekaligus juga keinginan saya. (CC5) | SR | 1 | 3 | 4 | 5.60% | 0.932 | 0 | 0 | 0 | 0.00% | 0.007 |
| R | 6 | 7 | 13 | 18.10% |  | 18 | 11 | 29 | 48.30% |  |
| N | 18 | 25 | 43 | 59.70% |  | 4 | 10 | 14 | 23.30% |  |
| T | 4 | 4 | 8 | 11.10% |  | 3 | 14 | 17 | 28.30% |  |
| ST | 2 | 2 | 4 | 5.60% |  | 0 | 0 | 0 | 0.00% |  |
| Saya merasa bahwa saya memiliki sedikit pilihan ingin meninggalkan organsisasi ini. (CC6) | SR | 4 | 3 | 7 | 9.70% | 0.257 | 3 | 9 | 12 | 20.00% | 0.013 |
| R | 19 | 17 | 36 | 50.00% |  | 13 | 6 | 19 | 31.70% |  |
| N | 6 | 16 | 22 | 30.60% |  | 9 | 15 | 24 | 40.00% |  |
| T | 1 | 4 | 5 | 6.90% |  | 0 | 5 | 5 | 8.30% |  |
| ST | 1 | 1 | 2 | 2.80% |  | 0 | 0 | 0 | 0.00% |  |
| Salah satu akibat serius meninggalkan organisasi ini adalah langkanya peluang alternatif yang ada. (CC7) | SR | 6 | 3 | 9 | 12.50% | 0.158 | 3 | 9 | 12 | 20.00% | 0.01 |
| R | 5 | 6 | 11 | 15.30% |  | 12 | 4 | 16 | 26.70% |  |
| N | 20 | 26 | 46 | 63.90% |  | 10 | 19 | 29 | 48.30% |  |
| T | 0 | 4 | 4 | 5.60% |  | 0 | 3 | 3 | 5.00% |  |
| ST | 0 | 2 | 2 | 2.80% |  | 0 | 0 | 0 | 0.00% |  |
| Salah satu alasan utama saya melanjutkan bekerja untuk organisasi ini adalah bahwa meninggalkan organisasi akan membutuhkan pengorbanan pribadi yang besar, organisasi lain mungkin tidak akan sesuai dengan keseluruhan manfaat yang saya dapat disini. (CC8) | SR | 0 | 3 | 3 | 4.20% | 0.510 | 0 | 0 | 0 | 0.00% | 0.110 |
| R | 7 | 8 | 15 | 20.80% |  | 13 | 14 | 27 | 45.00% |  |
| N | 19 | 22 | 41 | 56.90% |  | 9 | 7 | 16 | 26.70% |  |
| T | 5 | 7 | 12 | 16.70% |  | 3 | 13 | 16 | 26.70% |  |
| ST | 0 | 1 | 1 | 1.40% |  | 0 | 1 | 1 | 1.70% |  |
| Total |  | 31 | 41 | 72 | 100.00% |  | 25 | 35 | 60 | 100.00% |  |

**Hasil Crosstab (Tabulasi silang Antara Continuance commitment dengan Pendidikan Berdasarkan Generasi**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Continuance Commitment* | | Generasi Y | | | | | | Generasi X | | | | | |
| SLTA | Diploma | S1 | Total | Persen | Sig. Chi Square | SLTA | S1 | S2 | Total | Persen | Sig. Chi Square |
| Saya khawatir terhadap apa yang mungkin terjadi jika saya berhenti dari pekerjaan saya tanpa memiliki pekerjaan lain yang serupa. (CC1) | SR | 0 | 2 | 7 | 9 | 12.50% | 0.852 | 4 | 6 | 3 | 13 | 21.70% | 0.000 |
| R | 0 | 1 | 15 | 16 | 22.20% |  | 3 | 34 | 1 | 38 | 63.30% |  |
| N | 1 | 1 | 16 | 18 | 25.00% |  | 0 | 1 | 2 | 3 | 5.00% |  |
| T | 1 | 2 | 24 | 27 | 37.50% |  | 0 | 2 | 3 | 5 | 8.30% |  |
| ST | 0 | 0 | 2 | 2 | 2.80% |  | 1 | 0 | 0 | 1 | 1.70% |  |
| Akan sangat berat bagi saya untuk meninggalkan organsisasi ini sekarang, sekalipun saya menginginkannya. (CC2) | SR | 0 | 3 | 7 | 10 | 13.90% | 0.065 | 5 | 6 | 2 | 13 | 21.70% | 0.000 |
| R | 0 | 1 | 15 | 16 | 22.20% |  | 2 | 32 | 1 | 35 | 58.30% |  |
| N | 0 | 2 | 16 | 18 | 25.00% |  | 0 | 3 | 4 | 7 | 11.70% |  |
| T | 2 | 0 | 26 | 28 | 38.90% |  | 0 | 2 | 1 | 3 | 5.00% |  |
| ST | 0 | 0 | 0 | 0 | 0.00% |  | 1 | 0 | 1 | 2 | 3.30% |  |
| Banyak hal dalam kehidupan saya akan terganggu jika saya memutuskan ingin meninggalkan organisasi ini sekarang. (CC3) | SR | 0 | 2 | 7 | 9 | 12.50% | 0.595 | 4 | 6 | 2 | 12 | 20.00% | 0.005 |
| R | 0 | 2 | 15 | 17 | 23.60% |  | 2 | 30 | 2 | 34 | 56.70% |  |
| N | 0 | 1 | 15 | 16 | 22.20% |  | 1 | 5 | 5 | 11 | 18.30% |  |
| T | 2 | 1 | 26 | 29 | 40.30% |  | 1 | 2 | 0 | 3 | 5.00% |  |
| ST | 0 | 0 | 1 | 1 | 1.40% |  | 0 | 0 | 0 | 0 | 0.00% |  |
| Akan terlalu merugikan saya untuk meninggalkan organsisasi ini sekarang. (CC4) | SR | 0 | 2 | 6 | 8 | 11.10% | 0.410 | 4 | 6 | 1 | 11 | 18.30% | 0.149 |
| R | 0 | 1 | 16 | 17 | 23.60% |  | 4 | 26 | 4 | 34 | 56.70% |  |
| N | 1 | 2 | 36 | 39 | 54.20% |  | 0 | 10 | 4 | 14 | 23.30% |  |
| T | 1 | 1 | 5 | 7 | 9.70% |  | 0 | 0 | 0 | 0 | 0.00% |  |
| ST | 0 | 0 | 1 | 1 | 1.40% |  | 0 | 1 | 0 | 1 | 1.70% |  |
| Saat ini tetap bekerja di organisasi ini merupakan kebutuhan sekaligus juga keinginan saya. (CC5) | SR | 0 | 0 | 4 | 4 | 5.60% | 0.565 | 0 | 0 | 0 | 0 | 0.00% | 0.001 |
| R | 0 | 1 | 12 | 13 | 18.10% |  | 1 | 27 | 1 | 29 | 48.30% |  |
| N | 2 | 2 | 39 | 43 | 59.70% |  | 1 | 9 | 4 | 14 | 23.30% |  |
| T | 0 | 2 | 6 | 8 | 11.10% |  | 6 | 7 | 4 | 17 | 28.30% |  |
| ST | 0 | 1 | 3 | 4 | 5.60% |  | 0 | 0 | 0 | 0 | 0.00% |  |
| Saya merasa bahwa saya memiliki sedikit pilihan ingin meninggalkan organsisasi ini. (CC6) | SR | 0 | 2 | 5 | 7 | 9.70% | 0.567 | 4 | 6 | 2 | 12 | 20.00% | 0.001 |
| R | 2 | 2 | 32 | 36 | 50.00% |  | 1 | 17 | 1 | 19 | 31.70% |  |
| N | 0 | 2 | 20 | 22 | 30.60% |  | 1 | 20 | 3 | 24 | 40.00% |  |
| T | 0 | 0 | 5 | 5 | 6.90% |  | 2 | 0 | 3 | 5 | 8.30% |  |
| ST | 0 | 0 | 2 | 2 | 2.80% |  | 0 | 0 | 0 | 0 | 0.00% |  |
| Salah satu akibat serius meninggalkan organisasi ini adalah langkanya peluang alternatif yang ada. (CC7) | SR | 0 | 2 | 7 | 9 | 12.50% | 0.127 | 5 | 6 | 1 | 12 | 20.00% | 0.010 |
| R | 1 | 1 | 9 | 11 | 15.30% |  | 1 | 13 | 2 | 16 | 26.70% |  |
| N | 1 | 1 | 44 | 46 | 63.90% |  | 2 | 23 | 4 | 29 | 48.30% |  |
| T | 0 | 1 | 3 | 4 | 5.60% |  | 0 | 1 | 2 | 3 | 5.00% |  |
| ST | 0 | 1 | 1 | 2 | 2.80% |  | 0 | 0 | 0 | 0 | 0.00% |  |
| Salah satu alasan utama saya melanjutkan bekerja untuk organisasi ini adalah bahwa meninggalkan organisasi akan membutuhkan pengorbanan pribadi yang besar, organisasi lain mungkin tidak akan sesuai dengan keseluruhan manfaat yang saya dapat disini. (CC8) | SR | 0 | 0 | 3 | 3 | 4.20% | 0.103 | 0 | 0 | 0 | 0 | 0.00% | 0.021 |
| R | 1 | 1 | 13 | 15 | 20.80% |  | 2 | 23 | 2 | 27 | 45.00% |  |
| N | 1 | 1 | 39 | 41 | 56.90% |  | 0 | 12 | 4 | 16 | 26.70% |  |
| T | 0 | 4 | 8 | 12 | 16.70% |  | 6 | 7 | 3 | 16 | 26.70% |  |
| ST | 0 | 0 | 1 | 1 | 1.40% |  | 0 | 1 | 0 | 1 | 1.70% |  |
| Total |  | 2 | 6 | 64 | 72 | 100.00% |  | 8 | 43 | 9 | 60 | 100.00% |  |

**Hasil Crosstab (Tabulasi silang Antara Continuance commitment dengan Gaji Berdasarkan Generasi**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Continuance Commitment* | | Generasi Y | | | | | | Generasi X | | | | | | |
| Rp < 1 jt | Rp 1-5 jt | Rp 5-10 jt | Total | Persen | Sig Chi Square | Rp < 1 jt | Rp 1-5 jt | Rp 5-10 jt | Rp > 10 jt | Total | Persen | Sig Chi Square |
| Saya khawatir terhadap apa yang mungkin terjadi jika saya berhenti dari pekerjaan saya tanpa memiliki pekerjaan lain yang serupa. (CC1) | SR | 0 | 9 | 0 | 9 | 12.50% | 0.585 | 1 | 9 | 3 | 0 | 13 | 21.70% | 0.231 |
| R | 0 | 16 | 0 | 16 | 22.20% |  | 0 | 14 | 20 | 4 | 38 | 63.30% |  |
| N | 1 | 15 | 2 | 18 | 25.00% |  | 0 | 1 | 2 | 0 | 3 | 5.00% |  |
| T | 0 | 26 | 1 | 27 | 37.50% |  | 0 | 0 | 4 | 1 | 5 | 8.30% |  |
| ST | 0 | 2 | 0 | 2 | 2.80% |  | 0 | 1 | 0 | 0 | 1 | 1.70% |  |
| Akan sangat berat bagi saya untuk meninggalkan organsisasi ini sekarang, sekalipun saya menginginkannya. (CC2) | SR | 0 | 10 | 0 | 10 | 13.90% | 0.555 | 1 | 10 | 2 | 0 | 13 | 21.70% | 0.111 |
| R | 0 | 16 | 0 | 16 | 22.20% |  | 0 | 12 | 19 | 4 | 35 | 58.30% |  |
| N | 0 | 16 | 2 | 18 | 25.00% |  | 0 | 2 | 5 | 0 | 7 | 11.70% |  |
| T | 1 | 26 | 1 | 28 | 38.90% |  | 0 | 0 | 2 | 1 | 3 | 5.00% |  |
| ST | 0 | 0 | 0 | 0 | 0.00% |  | 0 | 1 | 1 | 0 | 2 | 3.30% |  |
| Banyak hal dalam kehidupan saya akan terganggu jika saya memutuskan ingin meninggalkan organisasi ini sekarang. (CC3) | SR | 0 | 9 | 0 | 9 | 12.50% | 0.705 | 1 | 9 | 2 | 0 | 12 | 20.00% | 0.037 |
| R | 0 | 17 | 0 | 17 | 23.60% |  | 0 | 13 | 16 | 5 | 34 | 56.70% |  |
| N | 0 | 14 | 2 | 16 | 22.20% |  | 0 | 2 | 9 | 0 | 11 | 18.30% |  |
| T | 1 | 27 | 1 | 29 | 40.30% |  | 0 | 1 | 2 | 0 | 3 | 5.00% |  |
| ST | 0 | 1 | 0 | 1 | 1.40% |  | 0 | 0 | 0 | 0 | 0 | 0.00% |  |
| Akan terlalu merugikan saya untuk meninggalkan organsisasi ini sekarang. (CC4) | SR | 0 | 8 | 0 | 8 | 11.10% | 0.152 | 1 | 9 | 1 | 0 | 11 | 18.30% | 0.012 |
| R | 0 | 17 | 0 | 17 | 23.60% |  | 0 | 13 | 16 | 5 | 34 | 56.70% |  |
| N | 0 | 36 | 3 | 39 | 54.20% |  | 0 | 3 | 11 | 0 | 14 | 23.30% |  |
| T | 1 | 6 | 0 | 7 | 9.70% |  | 0 | 0 | 0 | 0 | 0 | 0.00% |  |
| ST | 0 | 1 | 0 | 1 | 1.40% |  | 0 | 0 | 1 | 0 | 1 | 1.70% |  |
| Saat ini tetap bekerja di organisasi ini merupakan kebutuhan sekaligus juga keinginan saya. (CC5) | SR | 0 | 4 | 0 | 4 | 5.60% | 0.943 | 0 | 0 | 0 | 0 | 0 | 0.00% | 0.107 |
| R | 0 | 13 | 0 | 13 | 18.10% |  | 0 | 8 | 17 | 4 | 29 | 48.30% |  |
| N | 1 | 39 | 3 | 43 | 59.70% |  | 0 | 6 | 7 | 1 | 14 | 23.30% |  |
| T | 0 | 8 | 0 | 8 | 11.10% |  | 1 | 11 | 5 | 0 | 17 | 28.30% |  |
| ST | 0 | 4 | 0 | 4 | 5.60% |  | 0 | 0 | 0 | 0 | 0 | 0.00% |  |
| Saya merasa bahwa saya memiliki sedikit pilihan ingin meninggalkan organsisasi ini. (CC6) | SR | 0 | 7 | 0 | 7 | 9.70% | 0.928 | 1 | 9 | 2 | 0 | 12 | 20.00% | 0.091 |
| R | 1 | 34 | 1 | 36 | 50.00% |  | 0 | 7 | 11 | 1 | 19 | 31.70% |  |
| N | 0 | 20 | 2 | 22 | 30.60% |  | 0 | 7 | 13 | 4 | 24 | 40.00% |  |
| T | 0 | 5 | 0 | 5 | 6.90% |  | 0 | 2 | 3 | 0 | 5 | 8.30% |  |
| ST | 0 | 2 | 0 | 2 | 2.80% |  | 0 | 0 | 0 | 0 | 0 | 0.00% |  |
| Salah satu akibat serius meninggalkan organisasi ini adalah langkanya peluang alternatif yang ada. (CC7) | SR | 0 | 9 | 0 | 9 | 12.50% | 0.504 | 1 | 10 | 1 | 0 | 12 | 20.00% | 0.005 |
| R | 1 | 10 | 0 | 11 | 15.30% |  | 0 | 5 | 11 | 0 | 16 | 26.70% |  |
| N | 0 | 43 | 3 | 46 | 63.90% |  | 0 | 10 | 14 | 5 | 29 | 48.30% |  |
| T | 0 | 4 | 0 | 4 | 5.60% |  | 0 | 0 | 3 | 0 | 3 | 5.00% |  |
| ST | 0 | 2 | 0 | 2 | 2.80% |  | 0 | 0 | 0 | 0 | 0 | 0.00% |  |
| Salah satu alasan utama saya melanjutkan bekerja untuk organisasi ini adalah bahwa meninggalkan organisasi akan membutuhkan pengorbanan pribadi yang besar, organisasi lain mungkin tidak akan sesuai dengan keseluruhan manfaat yang saya dapat disini. (CC8) | SR | 0 | 3 | 0 | 3 | 4.20% | 0.632 | 0 | 0 | 0 | 0 | 0 | 0.00% | 0.198 |
| R | 1 | 14 | 0 | 15 | 20.80% |  | 0 | 10 | 14 | 3 | 27 | 45.00% |  |
| N | 0 | 38 | 3 | 41 | 56.90% |  | 0 | 4 | 10 | 2 | 16 | 26.70% |  |
| T | 0 | 12 | 0 | 12 | 16.70% |  | 1 | 11 | 4 | 0 | 16 | 26.70% |  |
| ST | 0 | 1 | 0 | 1 | 1.40% |  | 0 | 0 | 1 | 0 | 1 | 1.70% |  |
| Total |  | 1 | 68 | 3 | 72 | 100.00% |  | 1 | 25 | 29 | 5 | 60 | 100.00% |  |

**Hasil Crosstab (Tabulasi silang Antara Normative commitment dengan Gender Berdasarkan Generasi**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Normative Commitment* | | Generasi Y | | | | | Generasi X | | | | |
| Perempuan | Laki-laki | Total | Persen (%) | Sig. Chi-Square | Perempuan | Laki-laki | Total | Persen (%) | Sig. Chi-Square |
| Saya pikir sekarang orang terlalu sering berpindah dari organisasi satu keorganisasi lain (NC1) | SR | 1 | 2 | 3 | 4.20% | 0.032 | 0 | 0 | 0 | 0.00% | 0.355 |
| R | 1 | 0 | 1 | 1.40% |  | 0 | 2 | 2 | 3.30% |  |
| N | 5 | 15 | 20 | 27.80% |  | 1 | 4 | 5 | 8.30% |  |
| T | 23 | 17 | 40 | 55.60% |  | 18 | 19 | 37 | 61.70% |  |
| ST | 1 | 7 | 8 | 11.10% |  | 6 | 10 | 16 | 26.70% |  |
| Saya tidak percaya bahwa seseorang harus selalu loyal terhadap organisasinya (NC2) | SR | 0 | 1 | 1 | 1.40% | 0.769 | 0 | 0 | 0 | 0.00% | 0.053 |
| R | 8 | 8 | 16 | 22.20% |  | 3 | 12 | 15 | 25.00% |  |
| N | 17 | 23 | 40 | 55.60% |  | 2 | 6 | 8 | 13.30% |  |
| T | 6 | 9 | 15 | 20.80% |  | 19 | 14 | 33 | 55.00% |  |
| ST | 0 | 0 | 0 | 0.00% |  | 1 | 3 | 4 | 6.70% |  |
| Berpindah dari organisasi satu keorganisasi lain tampaknya tidak etis bagi saya (NC3) | SR | 0 | 3 | 3 | 4.20% | 0.087 | 0 | 1 | 1 | 1.70% | 0.028 |
| R | 25 | 21 | 46 | 63.90% |  | 24 | 22 | 46 | 76.70% |  |
| N | 5 | 15 | 20 | 27.80% |  | 1 | 9 | 10 | 16.70% |  |
| T | 0 | 1 | 1 | 1.40% |  | 0 | 3 | 3 | 5.00% |  |
| ST | 1 | 1 | 2 | 2.80% |  | 0 | 0 | 0 | 0.00% |  |
| Salah satu alasan utama untuk melanjutkan bekerja pada organisasi ini adalah bahwa saya percaya loyalitas adalah penting dan oleh karena itu saya merasa tetap bekerja di perusahaan merupakan kewajiban moral (NC4) | SR | 0 | 2 | 2 | 2.80% | 0.544 |  |  |  |  | 0.011 |
| R | 17 | 17 | 34 | 47.20% |  | 21 | 16 | 37 | 61.70% |  |
| N | 7 | 14 | 21 | 29.20% |  | 1 | 6 | 7 | 11.70% |  |
| T | 6 | 7 | 13 | 18.10% |  | 3 | 13 | 16 | 26.70% |  |
| ST | 1 | 1 | 2 | 2.80% |  |  |  |  |  |  |
| Jika saya memperoleh tawaran pekerjaan yang lebih baik di organisasilain, saya tidak akan merasa bahwa tawaran tersebut merupakan alasan yang tepat untuk meninggalkan organisasi saya (NC5) | SR | 1 | 3 | 4 | 5.60% | 0.179 | 0 | 0 | 0 | 0.00% | 0.025 |
| R | 19 | 22 | 41 | 56.90% |  | 21 | 16 | 37 | 61.70% |  |
| N | 4 | 12 | 16 | 22.20% |  | 1 | 7 | 8 | 13.30% |  |
| T | 6 | 2 | 8 | 11.10% |  | 3 | 11 | 14 | 23.30% |  |
| ST | 1 | 2 | 3 | 4.20% |  | 0 | 1 | 1 | 1.70% |  |
| Saya didik untuk percaya terhadap nilai tetap setia pada satu organisasi (NC6) | SR | 1 | 2 | 3 | 4.20% | 0.117 | 0 | 0 | 0 | 0.00% | 0.040 |
| R | 17 | 17 | 34 | 47.20% |  | 17 | 11 | 28 | 46.70% |  |
| N | 5 | 15 | 20 | 27.80% |  | 5 | 12 | 17 | 28.30% |  |
| T | 6 | 2 | 8 | 11.10% |  | 3 | 11 | 14 | 23.30% |  |
| ST | 2 | 5 | 7 | 9.70% |  | 0 | 1 | 1 | 1.70% |  |
| Yang lebih baik saat ini adalah ketika orang tetap bekerja di satu organisasi sepanjang karir mereka (NC7) | SR | 1 | 2 | 3 | 4.20% | 0.832 | 0 | 2 | 2 | 3.30% | 0.115 |
| R | 2 | 4 | 6 | 8.30% |  | 7 | 10 | 17 | 28.30% |  |
| N | 22 | 28 | 50 | 69.40% |  | 15 | 12 | 27 | 45.00% |  |
| T | 5 | 4 | 9 | 12.50% |  | 3 | 11 | 14 | 23.30% |  |
| ST | 1 | 3 | 4 | 5.60% |  | 0 | 0 | 0 | 0.00% |  |
| Sayatidakberfikirbahwamenjadikaryawan yang tetapsetiapadasebuahorganisasimerupakan tindakan yang bijaksana (NC8) | SR | 0 | 3 | 3 | 4.20% | 0.198 | 0 | 0 | 0 | 0.00% | 0.000 |
| R | 17 | 16 | 33 | 45.80% |  | 15 | 4 | 19 | 31.70% |  |
| N | 5 | 12 | 17 | 23.60% |  | 1 | 9 | 10 | 16.70% |  |
| T | 9 | 10 | 19 | 26.40% |  | 9 | 22 | 31 | 51.70% |  |
| Total |  | 31 | 41 | 72 | 100.00% |  | 25 | 35 | 60 | 100.00% |  |

**Hasil Crosstab (Tabulasi silang Antara Normative commitment dengan Pendidikan Berdasarkan Generasi**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Normative Commitment* | | Generasi Y | | | | | | Generasi X | | | | | |
| SLTA | Diploma | S1 | Total | Persen (%) | Sig. Chi-Square | SLTA | S1 | S2 | Total | Persen (%) | Sig. Chi-Square |
| Saya pikir sekarang orang terlalu sering berpindah dari organisasi satu keorganisasi lain (NC1) | SR | 0 | 0 | 3 | 3 | 4.20% | 0.077 | 0 | 0 | 0 | 0 | 0.00% | 0.293 |
| R | 0 | 1 | 0 | 1 | 1.40% |  | 0 | 1 | 1 | 2 | 3.30% |  |
| N | 0 | 1 | 19 | 20 | 27.80% |  | 1 | 3 | 1 | 5 | 8.30% |  |
| T | 2 | 4 | 34 | 40 | 55.60% |  | 6 | 24 | 7 | 37 | 61.70% |  |
| ST | 0 | 0 | 8 | 8 | 11.10% |  | 1 | 15 | 0 | 16 | 26.70% |  |
| Saya tidak percaya bahwa seseorang harus selalu loyal terhadap organisasinya (NC2) | SR | 0 | 0 | 1 | 1 | 1.40% | 0.629 | 0 | 0 | 0 | 0 | 0.00% | 0.048 |
| R | 1 | 3 | 12 | 16 | 22.20% |  | 4 | 6 | 5 | 15 | 25.00% |  |
| N | 1 | 2 | 37 | 40 | 55.60% |  | 1 | 5 | 2 | 8 | 13.30% |  |
| T | 0 | 1 | 14 | 15 | 20.80% |  | 3 | 28 | 2 | 33 | 55.00% |  |
| ST | 0 | 0 | 0 | 0 | 0.00% |  | 0 | 4 | 0 | 4 | 6.70% |  |
| Berpindah dari organisasi satu keorganisasi lain tampaknya tidak etis bagi saya (NC3) | SR | 0 | 0 | 3 | 3 | 4.20% | 0.986 | 0 | 1 | 0 | 1 | 1.70% | 0.001 |
| R | 2 | 4 | 40 | 46 | 63.90% |  | 6 | 38 | 2 | 46 | 76.70% |  |
| N | 0 | 2 | 18 | 20 | 27.80% |  | 1 | 4 | 5 | 10 | 16.70% |  |
| T | 0 | 0 | 1 | 1 | 1.40% |  | 1 | 0 | 2 | 3 | 5.00% |  |
| ST | 0 | 0 | 2 | 2 | 2.80% |  | 0 | 0 | 0 | 0 | 0.00% |  |
| Salah satu alasan utama untuk melanjutkan bekerja pada organisasi ini adalah bahwa saya percaya loyalitas adalah penting dan oleh karena itu saya merasa tetap bekerja di perusahaan merupakan kewajiban moral (NC4) | SR | 0 | 0 | 2 | 2 | 2.80% | 0.483 | 0 | 0 | 0 | 0 | 0.00% | 0.002 |
| R | 1 | 1 | 32 | 34 | 47.20% |  | 2 | 32 | 3 | 37 | 61.70% |  |
| N | 0 | 2 | 19 | 21 | 29.20% |  | 0 | 5 | 2 | 7 | 11.70% |  |
| T | 1 | 3 | 9 | 13 | 18.10% |  | 6 | 6 | 4 | 16 | 26.70% |  |
| ST | 0 | 0 | 2 | 2 | 2.80% |  | 0 | 0 | 0 | 0 | 0.00% |  |
| Jika saya memperoleh tawaran pekerjaan yang lebih baik di organisasilain, saya tidak akan merasa bahwa tawaran tersebut merupakan alasan yang tepat untuk meninggalkan organisasi saya (NC5) | SR | 0 | 0 | 4 | 4 | 5.60% | 0.651 | 0 | 0 | 0 | 0 | 0.00% | 0.021 |
| R | 2 | 2 | 37 | 41 | 56.90% |  | 2 | 32 | 3 | 37 | 61.70% |  |
| N | 0 | 2 | 14 | 16 | 22.20% |  | 1 | 4 | 3 | 8 | 13.30% |  |
| T | 0 | 2 | 6 | 8 | 11.10% |  | 5 | 6 | 3 | 14 | 23.30% |  |
| ST | 0 | 0 | 3 | 3 | 4.20% |  | 0 | 1 | 0 | 1 | 1.70% |  |
| Saya didik untuk percaya terhadap nilai tetap setia pada satu organisasi (NC6) | SR | 0 | 0 | 3 | 3 | 4.20% | 0.15 | 0 | 0 | 0 | 0 | 0.00% | 0.001 |
| R | 1 | 1 | 32 | 34 | 47.20% |  | 1 | 27 | 0 | 28 | 46.70% |  |
| N | 1 | 2 | 17 | 20 | 27.80% |  | 2 | 10 | 5 | 17 | 28.30% |  |
| T | 0 | 3 | 5 | 8 | 11.10% |  | 4 | 6 | 4 | 14 | 23.30% |  |
| ST | 0 | 0 | 7 | 7 | 9.70% |  | 1 | 0 | 0 | 1 | 1.70% |  |
| Yang lebih baik saat ini adalah ketika orang tetap bekerja di satu organisasi sepanjang karir mereka (NC7) | SR | 0 | 0 | 3 | 3 | 4.20% | 0.051 | 0 | 1 | 1 | 2 | 3.30% | 0.011 |
| R | 1 | 0 | 5 | 6 | 8.30% |  | 3 | 14 | 0 | 17 | 28.30% |  |
| N | 1 | 2 | 47 | 50 | 69.40% |  | 0 | 22 | 5 | 27 | 45.00% |  |
| T | 0 | 3 | 6 | 9 | 12.50% |  | 5 | 6 | 3 | 14 | 23.30% |  |
| ST | 0 | 1 | 3 | 4 | 5.60% |  | 0 | 0 | 0 | 0 | 0.00% |  |
| Sayatidakberfikirbahwamenjadikaryawan yang tetapsetiapadasebuahorganisasimerupakan tindakan yang bijaksana (NC8) | SR | 0 | 0 | 3 | 3 | 4.20% | 0.452 | 0 | 0 | 0 | 0 | 0.00% | 0.017 |
| R | 2 | 1 | 30 | 33 | 45.80% |  | 0 | 18 | 1 | 19 | 31.70% |  |
| N | 0 | 3 | 14 | 17 | 23.60% |  | 2 | 4 | 4 | 10 | 16.70% |  |
| T | 0 | 2 | 17 | 19 | 26.40% |  | 6 | 21 | 4 | 31 | 51.70% |  |
| Total |  | 2 | 6 | 64 | 72 | 100.00% |  | 8 | 43 | 9 | 60 | 100.00% |  |

**Hasil Crosstab (Tabulasi silang Antara Normative commitment dengan Gaji Berdasarkan Generasi)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Normative Commitment* | | Generasi Y | | | | | | Generasi X | | | | | | |
| Rp < 1 jt | Rp 1-5 jt | Rp 5-10 jt | Total | Persen (%) | Sig. Chi-Square | Rp < 1 jt | Rp 1-5 jt | Rp 5-10 jt | Rp > 10 jt | Total | Persen (%) | Sig. Chi-Square |
| Saya pikir sekarang orang terlalu sering berpindah dari organisasi satu keorganisasi lain (NC1) | SR | 0 | 3 | 0 | 3 | 4.20% | 0.915 | 0 | 0 | 0 | 0 | 0 | 0.00% | 0.664 |
| R | 0 | 1 | 0 | 1 | 1.40% |  | 0 | 1 | 1 | 0 | 2 | 3.30% |  |
| N | 0 | 18 | 2 | 20 | 27.80% |  | 0 | 1 | 3 | 1 | 5 | 8.30% |  |
| T | 1 | 38 | 1 | 40 | 55.60% |  | 1 | 18 | 17 | 1 | 37 | 61.70% |  |
| ST | 0 | 8 | 0 | 8 | 11.10% |  | 0 | 5 | 8 | 3 | 16 | 26.70% |  |
| Saya tidak percaya bahwa seseorang harus selalu loyal terhadap organisasinya (NC2) | SR | 0 | 1 | 0 | 1 | 1.40% | 0.605 | 0 | 0 | 0 | 0 | 0 | 0.00% | 0.587 |
| R | 1 | 14 | 1 | 16 | 22.20% |  | 1 | 9 | 4 | 1 | 15 | 25.00% |  |
| N | 0 | 38 | 2 | 40 | 55.60% |  | 0 | 3 | 4 | 1 | 8 | 13.30% |  |
| T | 0 | 15 | 0 | 15 | 20.80% |  | 0 | 11 | 19 | 3 | 33 | 55.00% |  |
| ST | 0 | 0 | 0 | 0 | 0.00% |  | 0 | 2 | 2 | 0 | 4 | 6.70% |  |
| Berpindah dari organisasi satu keorganisasi lain tampaknya tidak etis bagi saya (NC3) | SR | 0 | 3 | 0 | 3 | 4.20% | 0.999 | 0 | 0 | 1 | 0 | 1 | 1.70% | 0.766 |
| R | 1 | 43 | 2 | 46 | 63.90% |  | 1 | 22 | 20 | 3 | 46 | 76.70% |  |
| N | 0 | 19 | 1 | 20 | 27.80% |  | 0 | 2 | 6 | 2 | 10 | 16.70% |  |
| T | 0 | 1 | 0 | 1 | 1.40% |  | 0 | 1 | 2 | 0 | 3 | 5.00% |  |
| ST | 0 | 2 | 0 | 2 | 2.80% |  | 0 | 0 | 0 | 0 | 0 | 0.00% |  |
| Salah satu alasan utama untuk melanjutkan bekerja pada organisasi ini adalah bahwa saya percaya loyalitas adalah penting dan oleh karena itu saya merasa tetap bekerja di perusahaan merupakan kewajiban moral (NC4) | SR | 0 | 2 | 0 | 2 | 2.80% | 0.548 | 0 | 0 | 0 | 0 | 0 | 0.00% | 0.063 |
| R | 0 | 33 | 1 | 34 | 47.20% |  | 0 | 13 | 20 | 4 | 37 | 61.70% |  |
| N | 0 | 19 | 2 | 21 | 29.20% |  | 0 | 1 | 5 | 1 | 7 | 11.70% |  |
| T | 1 | 12 | 0 | 13 | 18.10% |  | 1 | 11 | 4 | 0 | 16 | 26.70% |  |
| ST | 0 | 2 | 0 | 2 | 2.80% |  | 0 | 0 | 0 | 0 | 0 | 0.00% |  |
| Jika saya memperoleh tawaran pekerjaan yang lebih baik di organisasilain, saya tidak akan merasa bahwa tawaran tersebut merupakan alasan yang tepat untuk meninggalkan organisasi saya (NC5) | SR | 0 | 4 | 0 | 4 | 5.60% | 0.99 | 0 | 0 | 0 | 0 | 0 | 0.00% | 0.186 |
| R | 1 | 38 | 2 | 41 | 56.90% |  | 0 | 13 | 20 | 4 | 37 | 61.70% |  |
| N | 0 | 15 | 1 | 16 | 22.20% |  | 0 | 2 | 5 | 1 | 8 | 13.30% |  |
| T | 0 | 8 | 0 | 8 | 11.10% |  | 1 | 10 | 3 | 0 | 14 | 23.30% |  |
| ST | 0 | 3 | 0 | 3 | 4.20% |  | 0 | 0 | 1 | 0 | 1 | 1.70% |  |
| Saya didik untuk percaya terhadap nilai tetap setia pada satu organisasi (NC6) | SR | 0 | 3 | 0 | 3 | 4.20% | 0.748 | 0 | 0 | 0 | 0 | 0 | 0.00% | 0.311 |
| R | 0 | 33 | 1 | 34 | 47.20% |  | 0 | 10 | 15 | 3 | 28 | 46.70% |  |
| N | 1 | 18 | 1 | 20 | 27.80% |  | 0 | 5 | 10 | 2 | 17 | 28.30% |  |
| T | 0 | 8 | 0 | 8 | 11.10% |  | 1 | 9 | 4 | 0 | 14 | 23.30% |  |
| ST | 0 | 6 | 1 | 7 | 9.70% |  | 0 | 1 | 0 | 0 | 1 | 1.70% |  |
| Yang lebih baik saat ini adalah ketika orang tetap bekerja di satu organisasi sepanjang karir mereka (NC7) | SR | 0 | 3 | 0 | 3 | 4.20% | 0.132 | 0 | 1 | 1 | 0 | 2 | 3.30% | 0.148 |
| R | 1 | 5 | 0 | 6 | 8.30% |  | 0 | 5 | 9 | 3 | 17 | 28.30% |  |
| N | 0 | 47 | 3 | 50 | 69.40% |  | 0 | 9 | 16 | 2 | 27 | 45.00% |  |
| T | 0 | 9 | 0 | 9 | 12.50% |  | 1 | 10 | 3 | 0 | 14 | 23.30% |  |
| ST | 0 | 4 | 0 | 4 | 5.60% |  | 0 | 0 | 0 | 0 | 0 | 0.00% |  |
| Sayatidakberfikirbahwamenjadikaryawan yang tetapsetiapadasebuahorganisasimerupakan tindakan yang bijaksana (NC8) | SR | 0 | 3 | 0 | 3 | 4.20% | 0.953 | 0 | 0 | 0 | 0 | 0 | 0.00% | 0.375 |
| R | 1 | 31 | 1 | 33 | 45.80% |  | 0 | 7 | 12 | 0 | 19 | 31.70% |  |
| N | 0 | 16 | 1 | 17 | 23.60% |  | 0 | 3 | 5 | 2 | 10 | 16.70% |  |
| T | 0 | 18 | 1 | 19 | 26.40% |  | 1 | 15 | 12 | 3 | 31 | 51.70% |  |
| Total |  | 1 | 68 | 3 | 72 | 100.00% |  | 1 | 25 | 29 | 5 | 60 | 100.00% |  |