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APPENDICES

Appendix 1 : Questionnaire

Halo semuanya!

Terimakasih karena telah berkeinginan untuk membuka formulir ini

Perkenalkan nama saya Ruth Yohanna Riahta Depari, mahasiswi semester akhir Universitas President jurusan Manajemen. Saat ini saya sedang melakukan penelitian dengan topik "The Influence of Satisfaction Compensation, Workload, and Work-Life Balance on the Intention To Quit Gen Z in Jakarta" sebagai syarat kelulusan saya.

Penelitian ini akan menggunakan Gen Z sebagai objek utama.

Mohon bantuannya untuk bersedia mengisi formulir saya. Waktu yang dibutuhkan sekitar 5-10 menit. Data yang saya peroleh dari kuesioner ini hanya untuk kepentingan penelitian dan akan dijaga kerahasiaannya.

Saya ucapkan terimakasih kepada seluruh responden yang telah bersedia membantu mengisi kuesioner ini.

Salam Hormat,

Ruth Yohanna Riahta Depari

Respondent Screening

Umur

18-20

20-22

22-24

24-26

Jenis Kelamin

Pria

Wanita

Occupation

Student

Entrepreneur

Employee

Attitude (Perilaku)

SCORING SCALE (SKALA PENILAIAN)

- 1 = Strongly Disagree (Sangat Tidak Setuju)
- 2 = Disagree (Tidak Setuju)
- 3 = Neutral (Netral)
- 4 = Agree (Setuju)
- 5 = Strongly Disagree (Sangat Setuju)

NO	Attitude	1	2	3	4	5
1	The salary I receive is in accordance with my work (Gaji yang saya terima sesuai dengan pekerjaan saya)					
2	The incentives I receive encourage me to work harder (Insentif yang saya terima mendorong saya lebih giat bekerja)					
3	The benefits I receive are in accordance with my work (Tunjangan yang saya terima sesuai dengan pekerjaan saya)					
4	My leader provides comfortable facilities for workers (Pimpinan saya memberikan fasilitas yang nyaman untuk para pekerja)					
5	My leader is willing to pay compensation according to work results (Pimpinan saya bersedia membayar kompensasi yang sesuai					

	dengan hasil kerja)					
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Attitude (Perilaku)

SCORING SCALE (SKALA PENILAIAN)

1 = Strongly Disagree (Sangat Tidak Setuju)

2 = Disagree (Tidak Setuju)

3 = Neutral (Netral)

4 = Agree (Setuju)

5 = Strongly Disagree (Sangat Setuju)

NO	Attitude	1	2	3	4	5
1	The target I have to achieve at work is too high (Target Yang harus saya capai dalam pekerjaan terlalu tinggi)					
2	I can complete more work than expected (Saya dapat menyelesaikan pekerjaan lebih dari yang di targetkan)					
3	The tasks given are sometimes sudden in nature with a short period of time (Tugas yang diberikan terkadang sifatnya mendadak dengan jangka waktu yang singkat)					
4	The number of employees is sufficient to handle the existing work (Jumlah karyawan sudah cukup untuk menangani pekerjaan yang ada)					
5	My daily workload is in accordance with the standards of my work (Beban kerja saya sehari hari sudah sesuai dengan standart pekerjaan saya)					

6	I can leave the office when work time is over (saya dapat meninggalkan kantor ketika waktu kerja telah selesai)					
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Attitude (Perilaku)

SCORING SCALE (SKALA PENILAIAN)

- 1 = Strongly Disagree (Sangat Tidak Setuju)
- 2 = Disagree (Tidak Setuju)
- 3 = Neutral (Netral)
- 4 = Agree (Setuju)
- 5 = Strongly Disagree (Sangat Setuju)

NO	Attitude	1	2	3	4	5
1	The number of hours I work, according to the agreement (Jumlah lamanya jam kerja saya, sesuai dalam perjanjian)					
2	I spend a lot of energy while working (Saya menghabiskan banyak energi saat bekerja)					
3	I have Time to meet family at personal life time (Saya memiliki Waktu untuk bertemu keluarga pada waktu kehidupan pribadi)					
4	I feel Work Pressure while working (Saya merasakan Tekanan Kerja saat bekerja)					
5	Feel comfortable working at work (Merasa nyaman bekerja di tempat kerja)					
6	Work demands that do not match the limited time (Tuntutan kerja yang tidak sesuai dengan waktu yang terbatas)					
7	Heavy duty and responsibility (Tugas dan					

	tanggung jawab yang berat)					
8	Bright and warm working atmosphere at work (Suasana kerja yang cerah dan hangat di tempat kerja)					
9	Good relationship with superiors/subordinates (Hubungan dengan atasan/bawahan baik)					
10	My social life outside of work is enjoyable (Kehidupan sosial saya di luar pekerjaan menyenangkan)					
11	The work fatigue that I feel results in a lack of work productivity (Kelelahan kerja yang saya rasakan mengakibatkan kurangnya produktivitas kerja)					
12	Work Improvement from Personal Life I think is very influential in work (Peningkatan Kerja dari Kehidupan Pribadi saya rasa sangat berpengaruh dalam bekerja)					

Attitude (Perilaku)

SCORING SCALE (SKALA PENILAIAN)

1 = Strongly Disagree (Sangat Tidak Setuju)

2 = Disagree (Tidak Setuju)

3 = Neutral (Netral)

4 = Agree (Setuju)

5 = Strongly Disagree (Sangat Setuju)

NO	Attitude	1	2	3	4	5
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1	I intend to quit where I work (Saya berniat untuk berhenti dari tempat saya bekerja)					
2	I plan to leave the company if there is a more promising job vacancy (Saya berencana akan meninggalkan perusahaan apabila ada lowongan pekerjaan yang lebih menjanjikan)					
3	The salary or wages I receive are not in accordance with what I do so I want to leave for the next few months (Gaji atau upah yang saya terima tidak sesuai dengan apa yang saya kerjakan sehingga saya ingin keluar untuk beberapa bulan kedepan)					
4	In the next few months if the company is not clear on my career path I will leave the company and my job (Dalam beberapa bulan kedepan bila perusahaan tidak jelas dalam jenjang karir saya akan meninggalkan perusahaan dan pekerjaan saya)					
5	The environment where I work does not have a good sense of family, so it makes me want to quit my job (Lingkungan tempat saya bekerja tidak memiliki rasa kekeluargaan yang baik, sehingga membuat saya ingin keluar dari pekerjaan saya)					

Appendix 2 : Raw Data

Compensation Satisfaction (X1)					Total X1	Workload (X2)					Total X2	Work-Life Balance (X3)												
3	5	4	3	4	19	3	4	3	3	4	3	20	3	4	4	3	4	4	3	2	4	3	4	4
5	4	4	5	5	23	5	4	5	5	4	5	28	4	1	5	4	4	2	4	5	5	5	1	5
5	4	4	4	4	21	3	4	3	4	4	3	21	4	4	4	4	4	3	4	3	4	3	4	4
4	2	3	3	1	13	1	3	1	2	2	1	10	4	4	4	4	2	3	4	4	3	5	2	3
5	5	5	4	5	24	3	5	3	2	5	3	21	4	3	4	4	4	2	3	4	4	4	1	4
4	4	4	4	4	20	4	3	4	4	3	4	22	4	2	3	3	4	3	2	4	4	4	3	4
4	4	4	4	4	20	4	4	4	5	4	4	25	4	5	4	5	5	4	4	4	4	4	4	3
4	5	4	3	4	20	2	4	2	4	4	2	18	2	3	4	3	4	4	4	4	4	4	4	4
5	3	5	3	3	19	5	5	5	3	5	5	28	3	5	5	5	5	3	1	5	5	5	1	5
5	5	5	5	5	25	5	5	5	5	5	5	30	4	5	4	5	5	5	5	5	5	4	5	5
4	4	3	4	4	19	1	4	1	4	3	1	14	5	5	5	5	3	5	5	4	5	6	1	4
5	5	4	5	4	23	2	5	2	5	4	2	20	2	1	2	2	1	1	2	1	1	2	2	1
4	5	4	3	4	20	4	4	4	4	4	4	24	4	3	4	3	4	3	3	4	4	4	4	4
4	3	4	3	4	18	5	3	5	2	4	5	24	5	3	5	3	3	3	3	2	4	4	5	3
5	5	5	5	5	25	5	5	5	5	5	5	30	4	5	4	5	5	5	4	5	5	4	4	5
3	2	3	2	1	11	2	3	2	2	3	2	14	1	5	2	4	2	5	4	1	2	2	5	3
2	2	1	3	2	10	1	3	1	2	2	1	10	2	5	4	4	2	5	5	2	3	4	5	4
3	5	4	5	5	22	2	4	2	2	3	2	15	2	6	2	6	2	6	4	2	1	2	6	4
2	3	1	2	2	10	4	1	4	2	1	4	16	1	1	1	5	2	5	5	3	2	5	2	2
4	1	2	3	2	12	3	4	3	3	4	3	20	1	4	3	4	2	4	4	2	3	4	3	5
3	2	2	3	3	13	4	5	4	3	3	4	23	3	5	2	4	3	4	5	2	3	3	4	2
2	3	1	2	2	10	2	4	2	2	3	2	15	2	5	2	5	2	3	5	1	2	2	4	5
5	4	4	5	3	21	1	1	1	1	2	1	7	1	1	1	2	1	6	6	2	1	6	6	3
4	2	3	2	2	13	4	4	4	4	4	4	24	2	5	5	5	2	5	5	2	2	5	5	4
5	3	4	5	4	21	2	2	2	2	1	2	11	2	4	1	4	2	5	5	1	1	4	4	4
2	4	3	3	3	15	2	5	2	2	5	2	18	3	5	3	5	2	3	4	2	2	3	4	5
4	5	3	5	4	21	4	2	4	2	1	4	17	2	3	3	5	1	4	4	2	1	3	4	3
3	4	3	1	3	14	2	3	2	2	4	2	15	3	5	4	5	2	5	5	1	1	2	5	5
4	5	3	5	3	20	3	4	3	2	2	3	17	3	5	3	5	2	5	5	2	2	4	4	5
5	4	3	3	5	20	5	5	5	5	3	5	28	3	5	5	5	2	5	5	2	2	5	5	5
5	4	5	2	3	19	3	3	3	2	2	3	16	2	5	3	5	2	5	5	2	2	5	5	4
4	2	2	2	3	13	2	5	2	3	2	2	16	1	4	4	4	2	4	4	2	1	4	4	5
5	5	5	5	3	23	5	2	5	2	3	5	22	2	3	3	5	5	4	3	2	1	4	3	3
3	4	3	4	5	19	4	4	4	4	5	4	25	3	3	4	4	5	5	4	4	3	3	4	4
4	3	4	3	3	17	3	5	3	5	4	3	23	3	4	4	5	4	3	4	4	5	3	4	4
5	2	1	1	3	12	2	5	2	2	5	2	18	4	5	4	5	2	4	5	2	2	5	5	5

3	4	4	4	3	18	3	3	3	4	3	3	19	4	5	5	3	4	5	5	4	3	5	3	4
2	2	2	3	3	12	2	3	2	2	2	2	13	1	4	2	3	2	5	4	2	3	1	3	4
3	3	3	3	3	15	2	4	2	2	2	2	14	3	5	3	5	1	5	5	2	3	3	5	4
2	2	2	2	2	10	1	3	1	2	3	1	11	1	4	2	3	1	3	4	2	2	1	3	4
3	2	2	4	2	13	2	2	2	3	3	2	14	3	3	5	3	3	4	3	2	2	4	4	4
3	2	3	2	2	12	3	4	3	2	2	3	17	2	4	2	4	2	4	4	2	2	4	4	4
2	3	2	2	3	12	2	1	2	3	2	2	12	3	5	3	5	2	5	5	2	2	4	5	5
4	3	5	4	5	21	3	2	3	2	2	3	15	3	5	5	5	2	4	3	1	1	3	5	4
5	3	4	4	5	21	3	2	3	2	2	3	15	3	4	4	4	4	4	3	2	1	5	4	5
5	5	4	5	4	23	4	3	4	2	3	4	20	2	4	3	4	1	4	4	1	2	4	3	5
5	4	5	3	4	21	4	1	4	2	2	4	17	2	5	3	4	5	1	3	2	1	4	4	5
2	2	2	3	2	11	2	3	2	2	2	2	13	2	5	2	5	2	5	5	2	2	2	4	4
2	2	2	2	2	10	2	4	2	3	2	2	15	1	3	1	4	2	3	4	2	2	1	3	4
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2	4	2	2	2	12	2	4	2	3	2	2	15	3	5	2	5	2	5	5	2	2	2	5	5
2	3	1	2	3	11	2	3	2	3	2	2	14	2	5	2	5	1	4	5	2	1	2	4	4
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2	4	2	4	4	16	4	4	4	2	2	4	20	5	5	3	5	2	5	5	4	5	5	5	5
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2	4	4	5	4	19	4	4	4	2	2	4	20	2	4	4	5	4	5	5	4	4	5	5	4
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2	2	2	3	2	11	2	4	2	2	2	2	14	3	5	2	3	2	4	5	2	1	2	5	5
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Intention to Quit					Total Y
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Appendix 3 : Calculation Result

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Compensation Satisfaction	162	10	25	17,14	4,343
Workload	162	6	30	16,22	5,210
Work-Life Balance	162	18	57	41,25	6,437
Intention To Quit	162	17	25	21,52	1,492
Valid N (listwise)	162				

Correlations

		Compensation Satisfaction	Compensation Satisfaction	Compensation Satisfaction	Compensation Satisfaction	Compensation Satisfaction	Compensation Satisfaction
Compensation Satisfaction	Pearson Correlation	1	,999**	1,000**	1,000**	1,000**	,774**
	Sig. (2-tailed)		<,001	<,001	<,001	<,001	<,001
	N	163	163	163	163	163	162
Compensation Satisfaction	Pearson Correlation	,999**	1	1,000**	1,000**	1,000**	,628**
	Sig. (2-tailed)	<,001		<,001	<,001	<,001	<,001
	N	163	163	163	163	163	162
Compensation Satisfaction	Pearson Correlation	1,000**	1,000**	1	1,000**	1,000**	,833**
	Sig. (2-tailed)	<,001	<,001		<,001	<,001	<,001
	N	163	163	163	163	163	162
Compensation Satisfaction	Pearson Correlation	1,000**	1,000**	1,000**	1	1,000**	,742**
	Sig. (2-tailed)	<,001	<,001	<,001		<,001	<,001
	N	163	163	163	163	163	162
Compensation Satisfaction	Pearson Correlation	1,000**	1,000**	1,000**	1,000**	1	,793**
	Sig. (2-tailed)	<,001	<,001	<,001	<,001		<,001
	N	163	163	163	163	163	162
Compensation Satisfaction	Pearson Correlation	,774**	,628**	,833**	,742**	,793**	1
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001	
	N	162	162	162	162	162	162

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

Correlations

		Workload	Workload	Workload	Workload	Workload	Workload	Workload
Workload	Pearson Correlation	1	,999**	1,000**	,999**	,999**	1,000**	,885**
	Sig. (2-tailed)		<,001	,000	<,001	<,001	,000	<,001
	N	163	163	163	163	163	163	162
Workload	Pearson Correlation	,999**	1	,999**	,999**	,999**	,999**	,459**
	Sig. (2-tailed)	<,001		<,001	<,001	<,001	<,001	<,001
	N	163	163	163	163	163	163	162
Workload	Pearson Correlation	1,000**	,999**	1	,999**	,999**	1,000**	,885**
	Sig. (2-tailed)	,000	<,001		<,001	<,001	,000	<,001
	N	163	163	163	163	163	163	162
Workload	Pearson Correlation	,999**	,999**	,999**	1	,999**	,999**	,643**
	Sig. (2-tailed)	<,001	<,001	<,001		<,001	<,001	<,001
	N	163	163	163	163	163	163	162
Workload	Pearson Correlation	,999**	,999**	,999**	,999**	1	,999**	,646**
	Sig. (2-tailed)	<,001	<,001	<,001	<,001		<,001	<,001
	N	163	163	163	163	163	163	162
Workload	Pearson Correlation	1,000**	,999**	1,000**	,999**	,999**	1	,885**
	Sig. (2-tailed)	,000	<,001	,000	<,001	<,001		<,001
	N	163	163	163	163	163	163	162
Workload	Pearson Correlation	,885**	,459**	,885**	,643**	,646**	,885**	1
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001	<,001	
	N	162	162	162	162	162	162	162

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

Correlations

		Work-Life Balance	Work-Life Balance	Work-Life Balance	Work-Life Balance	Work-Life Balance	Work-Life Balance	Work-Life Balance	Work-Life Balance	Work-Life Balance	Work-Life Balance	Work-Life Balance	Work-Life Balance	
Work-Life Balance	Pearson Correlation	1	-.089	.337**	-.116	.434**	-.127	-.080	.356**	.453**	-.206**	-.143	.100	.424**
	Sig. (2-tailed)		.258	<.001	.140	<.001	.107	.313	<.001	<.001	.009	.069	.205	<.001
	N	162	162	162	162	162	162	162	162	162	162	162	162	162
Work-Life Balance	Pearson Correlation	-.089	1	.055	.531**	-.109	.425**	.435**	-.086	.021	.098	.553**	.388**	.484**
	Sig. (2-tailed)	.258		.487	<.001	.167	<.001	<.001	.279	.786	.214	<.001	<.001	<.001
	N	162	162	162	162	162	162	162	162	162	162	162	162	162
Work-Life Balance	Pearson Correlation	.337**	.055	1	.045	.473**	-.088	-.086	.330**	.385**	.344**	-.038	.210**	.537**
	Sig. (2-tailed)	<.001	.487		.567	<.001	.392	.276	<.001	<.001	<.001	.634	.007	<.001
	N	162	162	162	162	162	162	162	162	162	162	162	162	162
Work-Life Balance	Pearson Correlation	-.116	.531**	.045	1	-.060	.360**	.471**	.022	.054	.196**	.424**	.291**	.482**
	Sig. (2-tailed)	.140	<.001	.567		.450	<.001	<.001	.779	.496	.011	<.001	<.001	<.001
	N	162	162	162	162	162	162	162	162	162	162	162	162	162
Work-Life Balance	Pearson Correlation	.434**	-.109	.473**	-.060	1	-.180**	-.212**	.619**	.527**	.219**	-.183**	.099	.481**
	Sig. (2-tailed)	<.001	.167	<.001	.450		.022	.007	<.001	<.001	.005	.020	.209	<.001
	N	162	162	162	162	162	162	162	162	162	162	162	162	162
Work-Life Balance	Pearson Correlation	-.127	.425**	-.088	.360**	-.180**	1	.614**	-.065	-.046	.137	.500**	.184	.408**
	Sig. (2-tailed)	.107	<.001	.392	<.001	.022		<.001	.409	.562	.082	<.001	.019	<.001
	N	162	162	162	162	162	162	162	162	162	162	162	162	162
Work-Life Balance	Pearson Correlation	-.080	.435**	-.086	.471**	-.212**	.614**	1	-.003	.060	.244**	.551**	.296**	.497**
	Sig. (2-tailed)	.313	<.001	.276	<.001	.007	<.001		.969	.450	.002	<.001	<.001	<.001
	N	162	162	162	162	162	162	162	162	162	162	162	162	162
Work-Life Balance	Pearson Correlation	.356**	-.086	.330**	.022	.619**	-.065	-.003	1	.721**	.269**	-.097	.113	.566**
	Sig. (2-tailed)	<.001	.279	<.001	.779	<.001	.409	.969		<.001	<.001	.220	.152	<.001
	N	162	162	162	162	162	162	162	162	162	162	162	162	162
Work-Life Balance	Pearson Correlation	.453**	.021	.385**	.054	.527**	-.046	.060	.721**	1	.307**	-.059	.160	.633**
	Sig. (2-tailed)	<.001	.786	<.001	.496	<.001	.562	.450	<.001		<.001	.456	.042	<.001
	N	162	162	162	162	162	162	162	162	162	162	162	162	162
Work-Life Balance	Pearson Correlation	-.206**	.098	.344**	.198**	.219**	.137	.244**	.269**	.307**	1	.089	.195	.576**
	Sig. (2-tailed)	.009	.214	<.001	.011	.005	.082	.002	<.001	<.001		.258	.013	<.001
	N	162	162	162	162	162	162	162	162	162	162	162	162	162
Work-Life Balance	Pearson Correlation	-.143	.553**	-.038	.424**	-.183**	.500**	.551**	-.097	-.059	.089	1	.283**	.429**
	Sig. (2-tailed)	.069	<.001	.634	<.001	.020	<.001	<.001	.220	.456	.258		<.001	<.001
	N	162	162	162	162	162	162	162	162	162	162	162	162	162
Work-Life Balance	Pearson Correlation	.100	.388**	.210**	.291**	.099	.184**	.296**	.113	.160**	.195**	.283**	1	.518**
	Sig. (2-tailed)	.205	<.001	.007	<.001	.209	.019	<.001	.152	.042	.013	<.001		<.001
	N	162	162	162	162	162	162	162	162	162	162	162	162	162
Work-Life Balance	Pearson Correlation	.424**	.484**	.537**	.482**	.481**	.408**	.497**	.566**	.633**	.576**	.429**	.518**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	
	N	162	162	162	162	162	162	162	162	162	162	162	162	162

** . Correlation is significant at the 0.01 level (2-tailed).
 * . Correlation is significant at the 0.05 level (2-tailed).

Correlations

		Intention To Quit	Intention To Quit	Intention To Quit	Intention To Quit	Intention To Quit	Intention To Quit
Intention To Quit	Pearson Correlation	1	1,000**	1,000**	1,000**	1,000**	,623**
	Sig. (2-tailed)		,000	,000	,000	,000	<,001
	N	163	163	163	163	163	162
Intention To Quit	Pearson Correlation	1,000**	1	1,000**	1,000**	1,000**	,637**
	Sig. (2-tailed)	,000		,000	,000	,000	<,001
	N	163	163	163	163	163	162
Intention To Quit	Pearson Correlation	1,000**	1,000**	1	1,000**	1,000**	,656**
	Sig. (2-tailed)	,000	,000		,000	,000	<,001
	N	163	163	163	163	163	162
Intention To Quit	Pearson Correlation	1,000**	1,000**	1,000**	1	1,000**	,709**
	Sig. (2-tailed)	,000	,000	,000		,000	<,001
	N	163	163	163	163	163	162
Intention To Quit	Pearson Correlation	1,000**	1,000**	1,000**	1,000**	1	,529**
	Sig. (2-tailed)	,000	,000	,000	,000		<,001
	N	163	163	163	163	163	162
Intention To Quit	Pearson Correlation	,623**	,637**	,656**	,709**	,529**	1
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001	
	N	162	162	162	162	162	162

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

Coefficients^a

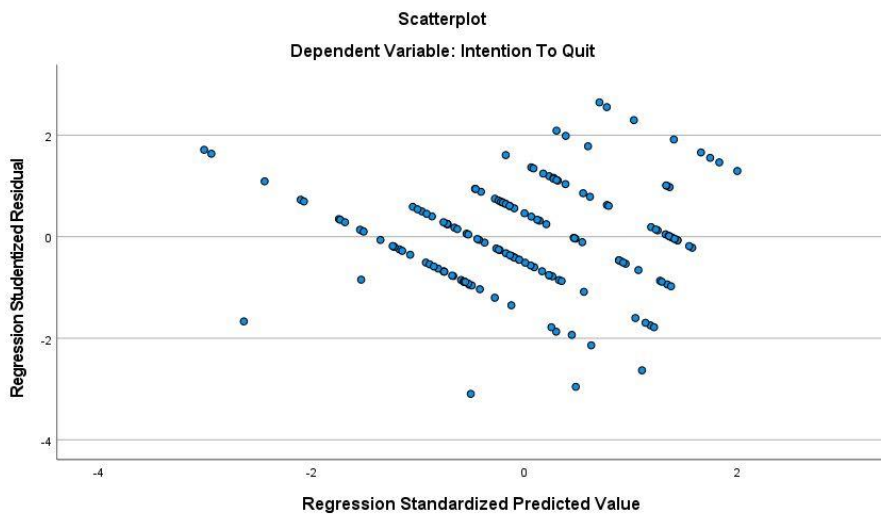
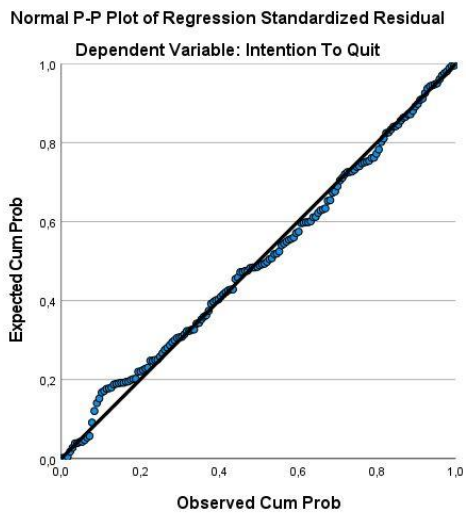
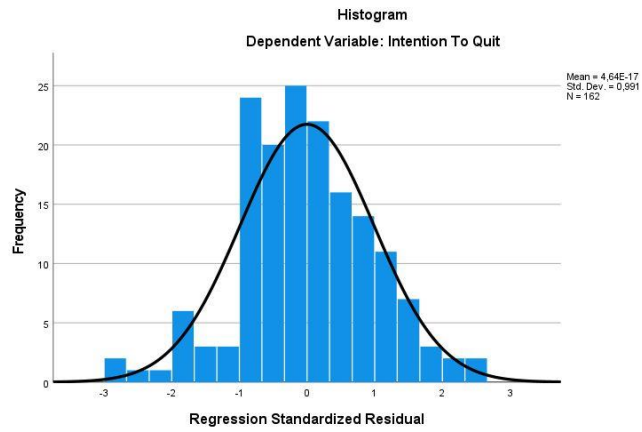
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	27,560	,606		45,487	<,001		
	Compensation Satisfaction	-,178	,019	-,517	-9,216	<,001	,963	1,038
	Workload	-,092	,018	-,321	-4,995	<,001	,734	1,363
	Work-Life Balance	-,037	,015	-,158	-2,490	,014	,757	1,321

a. Dependent Variable: Intention To Quit

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27,560	,606		45,487	<,001
	Compensation Satisfaction	-,178	,019	-,517	-9,216	<,001
	Workload	-,092	,018	-,321	-4,995	<,001
	Work-Life Balance	-,037	,015	-,158	-2,490	,014

a. Dependent Variable: Intention To Quit



Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,722 ^a	,521	,512	1,042

a. Predictors: (Constant), Work-Life Balance, Compensation Satisfaction, Workload

b. Dependent Variable: Intention To Quit

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	186,841	3	62,280	57,343	<,001 ^b
	Residual	171,604	158	1,086		
	Total	358,444	161			

a. Dependent Variable: Intention To Quit

b. Predictors: (Constant), Work-Life Balance, Compensation Satisfaction, Workload