

APPENDICES

Appendix A

Reliability

Career Motivation/Emotional Exhaustion/ Job Satisfaction/Turnover intention

Case Processing Summary

		N	%
Cases	Valid	231	100.0
	Excluded(a)	0	.0
	Total	231	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.695	.706	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
cim1	25.0476	10.211	.523	.593	.632
cim2	24.8442	9.828	.636	.568	.605
cim3	25.0043	10.039	.651	.450	.606
cim4	24.9957	11.361	.421	.379	.660
cim5	25.0303	9.925	.615	.525	.610
cim6	25.0087	10.878	.463	.261	.649
cim7	24.6234	11.123	.364	.312	.671
cim8	25.1105	10.011	.622	.592	.615

Reliability Statistics

Cronbach's Alpha(a)	Cronbach's Alpha Based on Standardized Items(a)	N of Items
.637	.639	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
cme1	7.1762	1.446	.569	.343	.632
cme2	5.6312	1.245	.619	.340	.516
cme3	5.8355	1.307	.520	.315	.506

Emotional Exhaustion

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.889	.893	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
ex1	21.2338	21.058	.732	.730	.870
ex2	21.4416	20.604	.839	.788	.861
ex3	21.4848	21.355	.745	.678	.869
ex4	21.4199	21.514	.781	.666	.867
ex5	21.4675	22.363	.573	.390	.883
ex6	21.7273	21.147	.717	.597	.871
ex7	21.4199	22.419	.520	.369	.887
ex8	21.5675	23.246	.536	.393	.886
ex9	21.2684	22.345	.632	.518	.878

Job Satisfaction

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.844	.845	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
jsi1	10.3766	3.966	.667	.614	.811
jsi2	10.1385	4.207	.715	.580	.787
jsi3	10.3160	3.991	.750	.631	.770
jsi4	10.0390	4.820	.601	.536	.835

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.766	.766	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
jse1	6.1558	1.897	.599	.361	.685
jse2	6.3290	2.022	.615	.378	.667
jse3	6.8745	2.067	.582	.340	.703

Turnover Intention

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.570	.590	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
it1	12.5108	4.877	.384	.344	.489
it2	12.7576	5.602	.325	.230	.522
it3	12.9610	4.794	.567	.422	.416
it4	12.8831	6.391	-.007	.351	.662
it5	13.3593	5.631	.349	.289	.515
it6	12.8009	4.638	.354	.396	.506

Turnover after deleted Item

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.662	.666	5

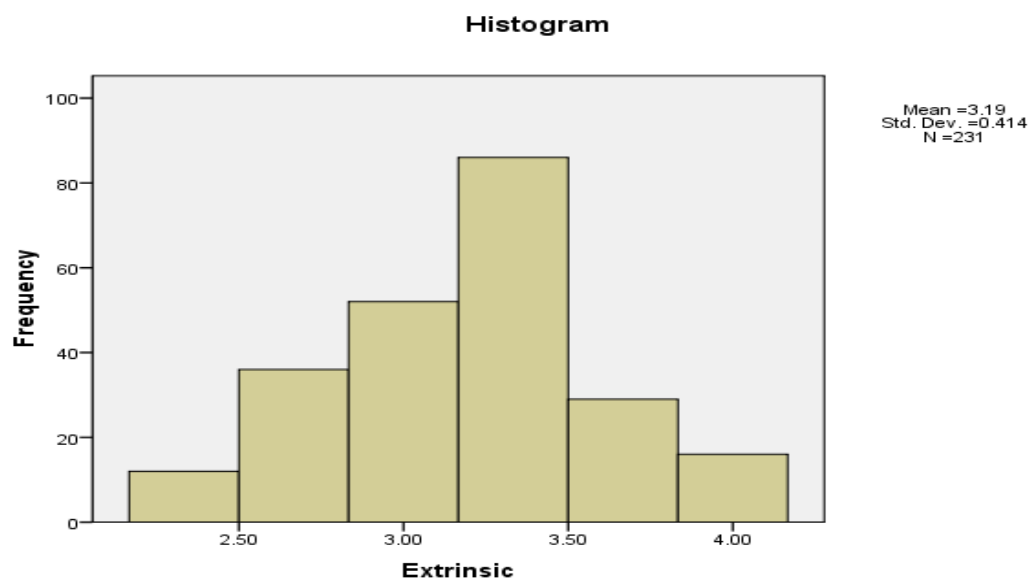
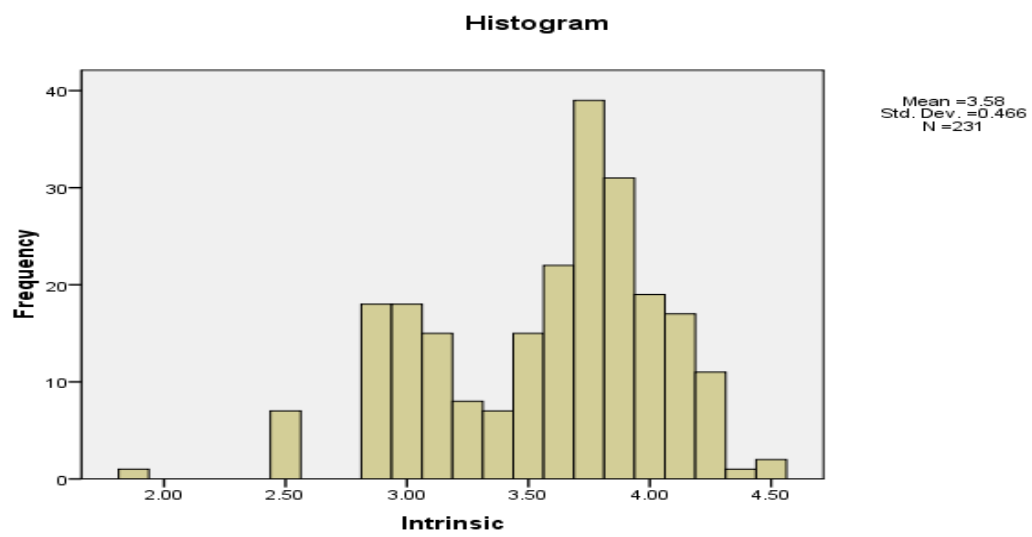
Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
it1	9.9394	3.953	.502	.310	.567
it2	10.1861	5.109	.282	.225	.664
it3	10.3896	4.639	.409	.208	.614
it5	10.7879	4.768	.451	.239	.602
it6	10.2294	3.708	.466	.391	.591

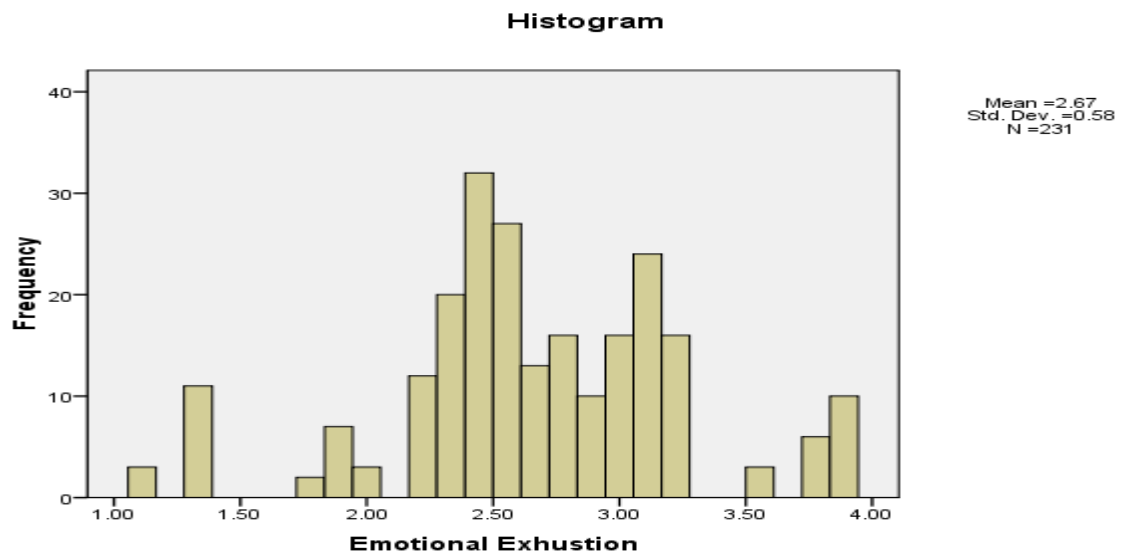
Appendix B

Normality

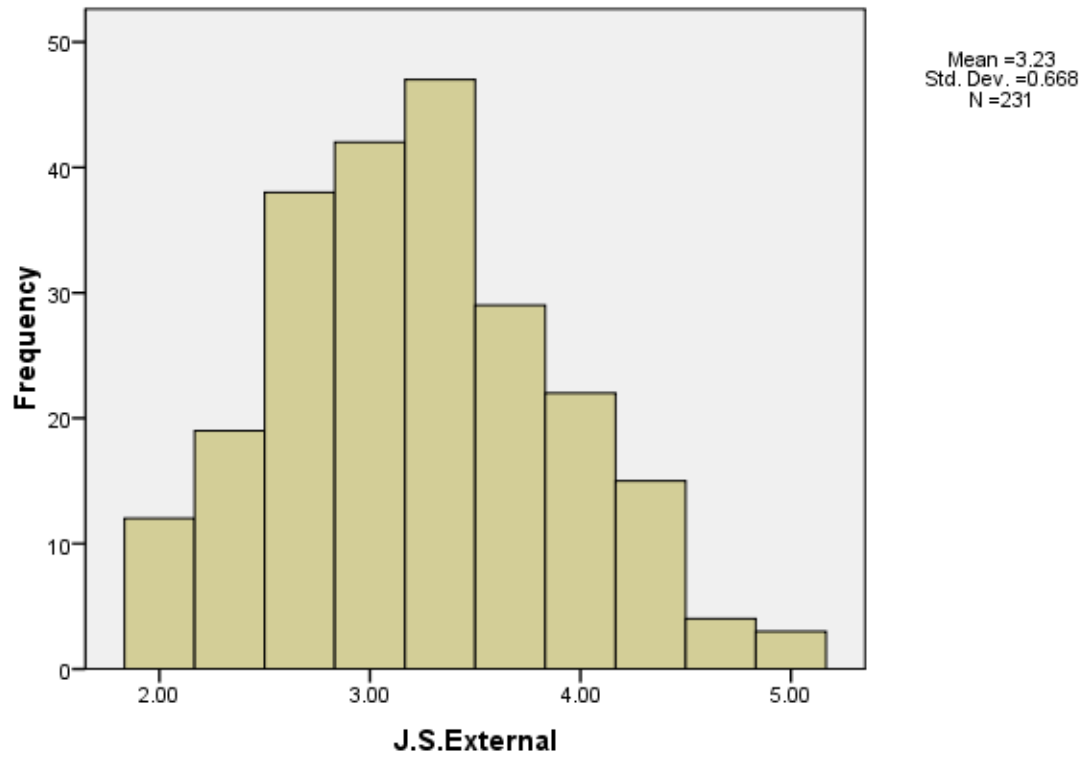
Career Motivation



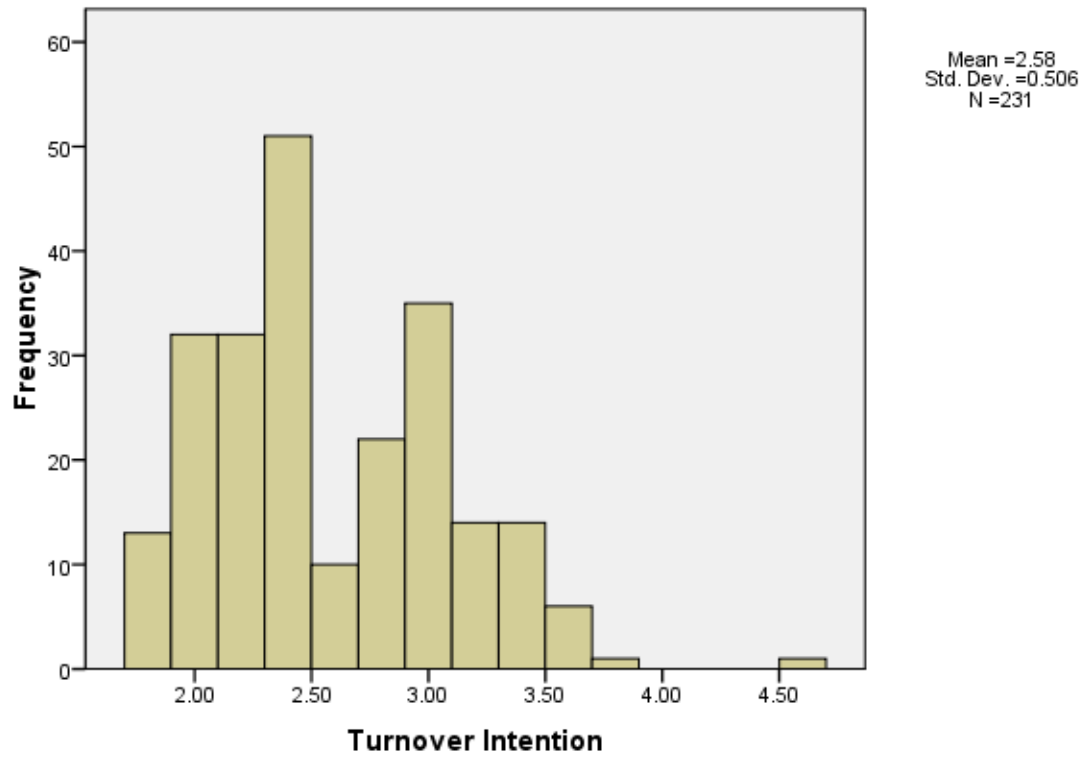
Emotional Exhaustion



Histogram



Histogram



Appendix C

Correlation

		Emotional Exhaustion	Turnover Intention	Job Satisfaction	Career Motivation
Emotional Exhaustion	Pearson Correlation Sig. (2-tailed) N	1 231			
Turnover Intention	Pearson Correlation Sig. (2-tailed) N	.411(**) .000 231	1 231		
Job Satisfaction	Pearson Correlation Sig. (2-tailed) N	-.651(**) .000 231	-.590(**) .000 231	1 231	
Career Motivation	Pearson Correlation Sig. (2-tailed) N	.000 .000 231	-.528(**) .000 231	.408(**) .000 231	1

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

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

		Emotional Exhaustion	Intrinsic job satisfaction	Extrinsic job satisfaction
Emotional Exhaustion	Pearson Correlation Sig. (2-tailed) N	1 231		
Intrinsic job satisfaction	Pearson Correlation Sig. (2-tailed) N	-.701(**) .000 231	1 231	
Extrinsic job satisfaction	Pearson Correlation Sig. (2-tailed) N	-.505(**) .000 231	.718(**) .000 231	1

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

Correlation

		Intrinsic career motivation	Extrinsic career motivation	Intrinsic job satisfaction	Extrinsic job satisfaction	Career Motivation
Intrinsic career motivation	Pearson Correlation Sig. (2-tailed) N	1 231				
Extrinsic career motivation	Pearson Correlation Sig. (2-tailed) N		1 231			
Intrinsic job satisfaction	Pearson Correlation Sig. (2-tailed) N	.603(**) .000 231	.233(**) .000 231	1		
Extrinsic job satisfaction	Pearson Correlation Sig. (2-tailed) N	.549(**) .000 231	.141(**) .000 231		1	
Career Motivation	Pearson Correlation Sig. (2-tailed) N			.450(**) .000 231	.306(**) .000 231	1

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

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

		Intrinsic career motivation	Extrinsic career motivation	Turnover Intention
Intrinsic career motivation	Pearson Correlation Sig. (2-tailed) N	1 231		
Turnover Intention	Pearson Correlation Sig. (2-tailed) N	-.631(**) .000 231	-.113 .087 231	1

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

		Emotional Exhaustion
Emotional Exhaustion	Pearson Correlation Sig. (2-tailed) N	1 231
Intrinsic job satisfaction	Pearson Correlation Sig. (2-tailed) N	-.701(**) .000 231
Extrinsic job satisfaction	Pearson Correlation Sig. (2-tailed) N	-.505(**) .000 231

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

