

Sistem perencanaan dan pengembangan karir sebagai intervensi untuk menurunkan voluntary turnover intention di induk usaha PT XY = Career planning and development system as intervention to reduce voluntary turnover intention in holding company PT XY

Ayu Arsiani, author

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Abstrak

[Tujuan dari penelitian ini adalah untuk mencari penyebab tingginya voluntary turnover para karyawan level supervisor keatas di PT XY dan merancang sebuah program intervensi untuk mengatasi permasalahan tersebut. Penelitian ini menggunakan tipe penelitian kuantitatif dan kualitatif. Tipe penelitian kuantitatif digunakan untuk pengukuran penyebab utama. Tipe penelitian kualitatif melalui metode wawancara dan analisis data sekunder digunakan untuk mengenali masalah dan mencari faktor-faktor penyebab mengapa masalah tersebut terjadi. Alat ukur yang digunakan dalam penelitian ini adalah alat ukur voluntary turnover intention yang dikembangkan oleh Tang, Kim, dan Tang (2000) berdasarkan teori dari Mobley (1982) dengan koefisien alpha (α) sebesar 0.784 dan alat ukur kepuasan kerja berdasarkan teori kepuasan kerja Spector (1997) dengan koefisien alpha (α) sebesar 0.974. Peneliti menggunakan multiple regression untuk mengetahui faset kepuasan kerja yang berpengaruh pada voluntary turnover intention. Hasil penelitian menunjukkan bahwa faset promosi adalah faset kepuasan kerja yang paling berpengaruh pada voluntary turnover intention diantara faset-faset lainnya. Oleh karena itu, intervensi yang diusulkan adalah perencanaan dan pengembangan karir karyawan untuk meningkatkan kepuasan kerja dan menurunkan voluntary turnover intention karyawan PT. XY;The purpose of this study is to determine the cause of supervisors above voluntary turnover at PT XY and design an intervention program to overcome it. This study used quantitative and qualitative research type. Quantitative research type were used to measure major cause. Qualitative research type were used to determine the problem and the factor that cause the problem. The research was used voluntary turnover intention survey developed by Tang, Kim, Tang (2000) based on Mobley theory (1982) with coefficient alpha score (α) 0.784 and job satisfaction survey based on Spector (1997) with coefficient alpha (α) 0.974. The multiple regression technique was used to determine job satisfaction facet that influence to voluntary turnover intention. The result show promotion as job satisfaction facet, were having significance influence among other facets. Therefore, the proposed intervention is career planning and development system to improve job satisfaction in order to reduce voluntary turnover intention of employees at PT XY., The purpose of this study is to determine the cause of supervisors above voluntary

turnover at PT XY and design an intervention program to overcome it. This study used quantitative and qualitative research type. Quantitative research type were used to measure major cause. Qualitative research type were used to determine the problem and the factor that cause the problem. The research was used voluntary turnover intention survey developed by Tang, Kim, Tang (2000) based on Mobley theory (1982) with coefficient alpha score (α) 0.784 and job satisfaction survey based on Spector (1997) with coefficient alpha (α) 0.974. The multiple regression technique

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