

Organizational career growth dan perceptions of organizational politics sebagai prediktor turnover intention = Organizational career growth and perceptions of organizational politics as predictors of turnover intention

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Abstrak

Penelitian ini ditujukan untuk menguji pengaruh pertumbuhan karir organisasi (organizational career growth) dan persepsi politik organisasi (perceptions of organizational politics) terhadap maksud pengunduran diri (turnover intention) para pegawai dinas luar negeri non diplomatik pada Kementerian Luar Negeri Republik Indonesia. Penelitian ini adalah penelitian kuantitatif dan dianalisis menggunakan metode regresi. Data dikumpulkan melalui kuesioner yang diperoleh dari 208 pegawai non diplomatik pada Kementerian Luar Negeri Republik Indonesia. Hasil penelitian ini membuktikan bahwa pertumbuhan karir organisasi berpengaruh negatif terhadap maksud pengunduran diri, dan persepsi politik organisasi berpengaruh positif terhadap maksud pengunduran diri. Ditemukan bahwa pencapaian tujuan karir mempengaruhi maksud pengunduran diri secara signifikan. Peneliti menyimpulkan bahwa semakin besar peluang yang diberikan organisasi kepada pegawai untuk mencapai tujuan karirnya, maka akan mengurangi kecenderungan pegawai untuk meninggalkan organisasi. General political behavior sebagai dimensi dari persepsi politik organisasi mempengaruhi maksud pengunduran diri secara signifikan. Disimpulkan pula bahwa persepsi politik organisasi meningkatkan niat untuk meninggalkan organisasi.

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The purpose of this study is to examine the relationship between organizational career growth and turnover intention, as well as perceptions of organizational politics and turnover intention, among non diplomatic staffs of the Ministry of Foreign Affairs of Republic of Indonesia. This research used quantitative design and analyzed by regression method. The data were collected by questionnaires from 208 respondents of non diplomatic staffs of the Ministry of Foreign Affairs of Republic of Indonesia. The results of this study show that the organizational career growth are negatively related to turnover intention, and the perceptions of organizational politics are positively related to turnover intention. It was found that career goal progress have strong influences on turnover intention. The researcher suggest that the greater opportunities provided by an organization for employees to meet their career goals, make employees less likely to consider leaving the organization. General political behavior as dimension of perceptions of organizational politics have strong influences on turnover intention. It suggest that perceptions of organizational politics are increase the intention to leave the organization.