

Hubungan perceived organizational support terhadap turnover intention dengan program optimalisasi coaching pada karyawan di PT X = The relationship between employee s perceived organizational support and turnover intention by coaching optimization program at PT X

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Abstrak

Fokus dari penelitian ini adalah melihat hubungan antara perceived organizational support POS dan turnover intention TI, serta menentukan intervensi yang tepat sebagai upaya untuk menurunkan TI melalui peningkatan POS. Hasil diagnosis awal mengindikasikan adanya TI yang mungkin disebabkan oleh permasalahan pada persepsi dukungan organisasi pada karyawan di PT X. TI diukur menggunakan alat ukur adaptasi dari Lindblom dkk 2015 dan POS diukur menggunakan alat ukur adaptasi dari Neves dan Eisenberger 2014 . Hasil perhitungan terhadap 164 responden menemukan adanya hubungan negatif yang signifikan antara POS dan TI $r = -0.52$, p.

.....The focus of this research was to determine the relationship between POS and TI, and to decide appropriate intervention to decrease TI by enhancing POS. Early diagnostic indicated an existence of TI that might be caused by a problem in employee's POS at PT X. TI was measured using an adaptation of Lindblom et al 2015 and POS was measured using an adaptation of Neves and Eisenberger 2014 . The measurement of 164 respondents resulted in a significant negative relationship between POS and TI $r = 0.52$, p.