

# Pengaruh kompensasi, pengembangan karir dan kepuasan kerja terhadap turnover intention bagi aircrew di Direktorat Kepolisian Udara Republik Indonesia = The Influence of compensation, career development and job satisfaction to aircrew turnover intention at Air Police Directorate Republic of Indonesia

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## Abstrak

Penelitian ini dilakukan untuk mengkaji pengaruh kompensasi, pengembangan karir, dan kepuasan kerja terhadap aircrew turnover intention pada direktorat kepolisian udara. Personel aircrew meliputi pilot, pramugari, dan mekanik yang keberadaannya sangat penting untuk mendukung fungsi operasional kepolisian di Indonesia. Aircrew turnover intention dapat mempengaruhi efektivitas direktorat kepolisian udara khususnya dalam memberikan pelayanan kepada unit operasional di lingkungan organisasi kepolisian. Jumlah sampel penelitian ini sebanyak 222 aircrew yang terdiri dari pilot, pramugari dan tenaga mekanik di direktorat kepolisian udara. Sampel tersebut dipilih menggunakan Teknik purposip random sampling sederhana dari populasi total aircrew yang ada pada direktorat kepolisian udara. Pengumpulan data untuk kompensasi, pengembangan karir, kepuasan kerja dan turnover intention menggunakan skala Likert dengan 5 skala. Analisis regresi berganda digunakan untuk menguji pengaruh kompensasi, pengembangan karir dan kepuasan kerja terhadap turnover intention pada direktorat kepolisian udara. Hasil penelitian menunjukkan bahwa pengembangan karir mempunyai korelasi yang paling kuat terhadap turnover intention ( $r= 0.619$ ;  $p < 0.05$ ). Sementara kompensasi menunjukkan korelasi yang lemah terhadap turnover intention ( $r= 0.243$ ;  $p < 0.000$ ) dan kepuasan kerja juga menunjukkan pengaruh yang lemah terhadap turnover intention ( $r=0.090$ ;  $p < 0.06$ ). Secara keseluruhan kompensasi, pengembangan karir dan kepuasan kerja memberikan kontribusi sebesar 79.7% terhadap aircrew turnover intention ( $R \text{ adjusted square} = 0.797$ ;  $p < 0.05$ ). Kesimpulan bahwa kebijakan pengembangan karir dan kompensasi untuk aircrew perlu dikembangkan yang berbeda dengan karakteristik peraturan pegawai negeri pada umumnya. Untuk menghindari turnover intention, kebijakan pengembangan karir dan kompensasi harus menarik dan kompetitif untuk menjaga agar tenaga aircrew dapat dipertahankan bekerja pada direktorat kepolisian udara. Kebijakan pengembangan karir aircrew dan kompensasinya akan berpengaruh terhadap peningkatan kepuasan kerja dan kompetensi aircrew.

.....This research was undertaken to investigate the effect of compensation, career development and job satisfaction toward the aircrew turnover intention at directorate of air police. Aircrew consists of pilots, stewardess and mechanics were important to support the operational function of the police within the country. Aircrew turnover intention could affect the effectiveness the directorate of air police especially to serve the other unit operational functions within the police organization. The sample involved 222 aircrew which consisted of pilot, stewardess and mechanics at the directorate of air police. The samples were selected using simple purposive random sampling technique. The collection of data for compensation, career development, job satisfaction and turnover intention used questionnaire with Likert five scales. Multiple regression analysis was employed to examine the effect compensation, career development, and job satisfaction to the aircrew turnover intention at directorate of air police. The results showed that career development had the strongest significant correlation with the aircrew turnover intention ( $r=0.619$ ;  $p < 0.05$ ).

While the compensation indicated a weak correlation to the aircrew turnover intention ( $r= 0.243$ ;  $p< 0.000$ ) and the job satisfaction had also weak correlation to the aircrew turnover intention ( $r= 0.090$ ;  $p< 0.006$ ). The overall contribution of compensation, career development and job satisfaction to the aircrew turnover intention was 79.7% ( $R$  adjusted square= 0.797;  $p< 0.05$ ). It could be concluded that career development and compensation policy for aircrew should be developed which is different from the characteristic of public employees in general. To avoid the aircrew turnover intention, the career development and compensation policy should be attracted and competitive to retain the aircrew working at directorate of air police. The overall policy for aircrew career development and compensation will lead to the improvement of aircrew job satisfaction.