

Analisis Pengaruh Adaptabilitas Karir dan Occupational Future Time Perspective (OFTP) terhadap Perencanaan Karir serta implikasinya pada Turnover Intention = The Impact of Career Adaptability and Occupational Future Time Perspective on Career Planning and Its Implications towards Turnover Intention: Evidence from Indonesiaâs Banking Sector

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Abstrak

Tingkat turnover pegawai di industri perbankan Indonesia cukup tinggi yaitu di atas tingkat ideal 10%, dengan tingkat kenaikan gaji yang rendah dibandingkan industri lainnya. Survei penelitian sebelumnya menunjukkan turnover intention dipengaruhi oleh peluang pertumbuhan karir yang dapat diakomodasi oleh perencanaan karir perspektif masa depan pekerjaan (OFTP) yang dapat mempengaruhi tindakan pribadi. Tujuan dari penelitian ini adalah untuk mengetahui hubungan antara faktor yang relevan dalam perencanaan karir sesuai teori konstruksi karir yaitu adaptabilitas karir dan OFTP serta implikasinya terhadap turnover intention. Penelitian ini menggunakan pendekatan kuantitas Structural Equation Modelling (SEM) untuk menguji hipotesis penelitian. Total sampel penelitian adalah 206 karyawan tetap di sektor perbankan. Hasil menunjukkan bahwa adaptabilitas karir mempengaruhi OFTP secara positif signifikan, dan secara tidak langsung terhadap perencanaan karir dengan OFTP sebagai mediator. OFTP ditemukan berpengaruh positif dan signifikan terhadap perencanaan karir, dan negatif signifikan terhadap turnover intention. Perencanaan karir juga berpengaruh secara langsung dan merupakan mediator antara OFTP dengan turnover intention secara negatif signifikan.

.....Employee turnover rate in Indonesia banking sector is quite high which above the ideal level of 10% and the rate of salary increase is the lowest compared to other sectors. Previous surveys and research showed turnover intention are affected by career growth opportunity which can be accommodated by career planning and Occupational Future Times Perspective (OFTP) which can affect personal actions. The purpose of this study was to determine the relationship between career planning's relevant factor such as career adaptability and OFTP based on career construction theory to the career planning itself and the implication towards turnover intention. This study uses quantity approach and Structural Equation Modelling (SEM) to test the study hypotheses. The survey questionnaire was gathered from 206 full-time employees in the banking sector. The results showed that career adaptability affects OFTP positively and significantly, and indirectly on career planning with OFTP mediation. OFTP had a significant positive effect on career planning, and a significant negative effect on turnover intention. Career planning was also found to have a significant negative effect directly and also a mediator between OFTP and turnover intention.