

ANALISIS FAKTOR-FAKTOR *TURNOVER INTENTION* KARYAWAN DI PT NUSANTARA SAKTI GEJAYAN YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk menganalisis faktor-faktor *turnover intention* karyawan di PT Nusantara Sakti Gejayan Yogyakarta. Penelitian ini menggunakan metode deskriptif kuantitatif. Data primer bersumber dari hasil kuesioner persepsi karyawan. Teknik pengambilan sampel yang digunakan dalam penelitian ini menggunakan teknik sampel total sejumlah 51 responden. Berdasarkan hasil penelitian secara keseluruhan variabel *turnover intention* memiliki nilai rata-rata hitung sebesar 3,16 yang termasuk dalam kategori cukup setuju. Berdasarkan indikator kontrak psikologis memiliki rata-rata hitung sebesar 3,64 yang termasuk dalam kategori setuju. Berdasarkan indikator kepuasan kerja memiliki rata-rata hitung sebesar 2,67 yang termasuk dalam kategori cukup setuju. Berdasarkan indikator komitmen organisasi memiliki rata-rata hitung sebesar 3,48 yang termasuk dalam kategori setuju. Berdasarkan indikator *job insecurity* memiliki rata-rata hitung sebesar 2,60 yang termasuk dalam kategori cukup setuju. Berdasarkan indikator upah memiliki rata-rata hitung sebesar 3,51 yang termasuk dalam kategori setuju. Berdasarkan indikator ukuran perusahaan memiliki rata-rata hitung sebesar 3,47 yang termasuk dalam kategori setuju. Berdasarkan indikator usia memiliki rata-rata hitung sebesar 2,55 yang termasuk dalam kategori tidak setuju. Berdasarkan indikator masa jabatan memiliki rata-rata hitung sebesar 3,31 yang termasuk dalam kategori cukup setuju.

Kata Kunci: *Turnover Intention*

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**PT NUSANTARA SAKTI GEJAYAN YOGYAKARTA EMPLOYEE
TURNOVER INTENTION FACTORS ANALYSIS**

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Abstract

This study aims to analyze the factors of employee turnover intention at PT Nusantara Sakti Gejayan Yogyakarta. This study uses a quantitative descriptive method. Primary data comes from the results of employee perception questionnaires. The sampling technique used in this study was a total sample technique of 51 respondents. Based on the results of the study, overall the turnover intention variable has an average calculated value of 3.16 which is included in the quite agree category. Based on the indicators, the psychological contract has an average count of 3.64 which is included in the agree category. Based on the indicators, job satisfaction has an average count of 2.67 which is included in the quite agree category. Based on the indicators, organizational commitment has an average count of 3.48 which is included in the agree category. Based on the indicators, job insecurity has an average count of 2.60 which is included in the quite agree category. Based on the indicators, wages have an average count of 3.51 which is included in the agree category. Based on indicators, company size has an average count of 3.47 which is included in the agree category. Based on the indicators, age has an average count of 2.55 which is included in the disagree category. Based on the indicators, tenure has a calculated average of 3.31 which is included in the quite agree category.

Keyword : Turnover Intention