

PENGARUH LINGKUNGAN KERJA DAN KOMITMEN ORGANISASI TERHADAP *TURNOVER INTENTION* PADA THE ALANA HOTEL & CONVENTION CENTER YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh antara lingkungan kerja dan komitmen organisasi terhadap *turnover intention* di The Alana Hotel & Convention Center Yogyakarta. Lingkungan kerja dan komitmen organisasi yang di suatu organisasi dapat mempengaruhi niat karyawan untuk meninggalkan atau tinggal di suatu organisasi. Penelitian ini menggunakan data primer dengan menyebar kuisioner kepada karyawan di The Alana Hotel & Convention Center Yogyakarta. Populasi dalam penelitian ini adalah seluruh karyawan di The Alana Hotel & Convention Center Yogyakarta yang berjumlah 257 karyawan. Teknik pengambilan sampel menggunakan total sampling, yaitu mengambil jumlah keseluruhan populasi. Metode pengumpulan data menggunakan kuesioner dan analisis data menggunakan analisis regresi berganda. Analisis linier berganda untuk menguji hipotesis penelitian. Berdasarkan hasil analisis dapat disimpulkan bahwa (1) Terdapat pengaruh yang signifikan lingkungan kerja terhadap *turnover intention* di The Alana Hotel & Convention Center Yogyakarta. Hal ini dibuktikan melalui uji t dengan hasil $t_{hitung} 20,630 > t_{tabel} 2,045$. Dari hasil tersebut diartikan bahwa semakin tinggi/baik lingkungan kerja, maka *turnover intention* semakin menurun. (2) Terdapat pengaruh yang signifikan komitmen organisasi terhadap *turnover intention* di The Alana Hotel & Convention Center Yogyakarta. Hal ini dibuktikan melalui uji t dengan hasil $t_{hitung} 10,416 > t_{tabel} 2,045$. Dari hasil tersebut diartikan bahwa semakin tinggi/baik komitmen organisasi, maka *turnover intention* semakin menurun. (3) Terdapat pengaruh secara simultan antara lingkungan kerja dan komitmen organisasi terhadap *turnover intention* di The Alana Hotel & Convention Center Yogyakarta. Hal ini dibuktikan melalui uji F dengan hasil $F_{hitung} 615,323 > F_{tabel} 3,04$, Sedangkan persamaan garis regresi yaitu $Y = 4,555 - 0,675X_1 - 0,341X_2$. Dari hal tersebut, maka dapat dikatakan bahwa H_0 ditolak dan H_a diterima, yang artinya terdapat pengaruh secara simultan antara lingkungan kerja dan komitmen organisasi terhadap *turnover intention* di The Alana Hotel & Convention Center Yogyakarta.

Kata Kunci: *Lingkungan Kerja, Komitmen Organisasi, Turnover Intention*

**THE EFFECT OF WORK ENVIRONMENT AND ORGANIZATIONAL
COMMITMENT TO TURNOVER INTENTION AT THE ALANA HOTEL &
CONVENTION CENTER YOGYAKARTA**

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Abstract

This study aims to find out the effect of work environment and organizational commitment to turnover intention at The Alana Hotel & Convention Center Yogyakarta. The work environment and organizational commitment in an organization can influence employees' intention to leave or stay in that organization. This study used primary data by distributing questionnaires to employees at The Alana Hotel & Convention Center Yogyakarta. The population in this study were all 257 employees at The Alana Hotel & Convention Center Yogyakarta. The sampling technique used total sampling, which took the total population. The data collection method utilized questionnaire while the data analysis used multiple regression analysis. Multiple linear analysis was employed to test the research hypothesis. Based on the results of the analysis, it can be concluded that. (1) Significant work environment is the intention of turnover in the hotel alana & amp yogyakarta. ; convention centerIt is proven with this t with the t count 20,630 and t table 2,045. Of the result means that the higher / good, work environment so turnover intention. (2) Is the commitment of significant turnover in the organization intention alana hotel and yogyakarta convention centerIt is proven with this t with the t count 10,416 and t table 2,045. Of the result means that the higher commitment, / good organization so turnover intention decrease. (3) Is simultaneously between work environment and commitment organization against turnover intention in the hotel alana and convention center yogyakarta. This is proven with this f with the results of f count 615,323 and f table 3,04, while the equation the regression line is namely $y = 4,555 - 0,675x_1 - 0,341x_2$. Away from that, it can be said that H_0 were rejected and H_a accepted, which means that work environment and organizational commitment simultaneously were against turnover intention in the hotel Alana and convention center Yogyakarta.

Keywords: *Work Environment, Organizational Commitment , Turnover Intention*