**ANALISIS *EMPLOYEE ENGAGEMENT* DAN *TURNOVER INTENTION* PADA KARYAWAN PT AINO INDONESIA YOGYAKARTA**

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**Abstrak**

Penelitian ini bertujuan untuk mengetahui faktor-faktor *employee engagement* dan *turnover intention* pada karyawan PT Aino Indonesia Yogyakarta. Populasi dalam penelitian ini adalah karyawan PT Aino Indonesia Yogyakarta. Sampel dalam penelitian yaitu karyawan tetap PT Aino Indonesia Yogyakarta berjumlah 62 karyawan. Adapun teknik pemumpulan data dilakukan melalui kuisioner dan wawancara. Pengujian statistik yang digunakan adalah dengan uji validitas, uji reliabilitas, dan rata-rata hitung. Uji validitas nilai r hitung > r tabel atau r hitung > 0,250 , sehingga seluruh instrumen *employee engagement* dan *turnover* yang digunakan dalam penelitian ini dikatakan valid. Uji reliabilitas *employee engagement* yang didapat sebesar 0,904 dan untuk *turnover intention* sebesar 0,618 lebih besar dari 0,6, sehingga instrumen penelitian yang digunakan untuk mengukur variabel penelitian ini dikatakan reliabel. Kesimpulan dari penelitian ini: faktor-faktor *employee engagement* pada karyawan PT Aino Indonesia Yogyakarta secara keseluruhan memiliki nilai rata-rata sebesar 3,72, artinya responden setuju terhadap pernyataan variabel faktor-faktor *employee engagement*. Faktor *employee engagement* tertinggi yaitu hubungan antara rekan kerja dan tim dengan nilai rata-rata 4,24 sedangkan faktor terendah yaitu kompensasi dengan nilai rata-rata 3,41. Sedangkan untuk indikator *turnover intention* pada karyawan PT Aino Indonesia Yogyakarta secara keseluruhan memiliki nilai rata-rata sebesar 2,52, artinya responden tidak setuju terhadap pernyataan indikator *turnover intention*. Indikator terendah *turnover intention* yaitu *intention to quit* sebesar 1,82. Sedangkan, untuk indikator tertinggi yaitu *thinking of quit* sebesar 2,89.

**Kata Kunci:** *Employee Engagement, Turnover Intention*



***ANALYSIS OF EMPLOYEE ENGAGEMENT AND TURNOVER INTENTION ON EMPLOYEES OF PT AINO INDONESIAYOGYAKARTA***

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***Abstract***

*This study aims to determine the factors of employee engagement and turnover intention in employees of PT Aino Indonesia Yogyakarta. The population of the study were employees of PT Aino Indonesia Yogyakarta. The sample of the study are permanent employees of PT Aino Indonesia Yogyakarta totaling 62 employees. The data collection technique is done through questionnaires and interviews. Statistical testing used is the validity test, reliability test, and the average count. Test the validity of the value of r rount > r table or r rount > 0,250 , so that all employee engagement and turnover instruments used in this study are said to be valid. The reliability test for employee engagement obtained was 0,904 and for turnover intention, 0,618 was greater than 0,6, so the research instrument used to measure the variables of this study was said to be reliable. The conclusion of this study: employee engagement factors at PT Aino Indonesia employees as a whole have an average value of 3,72, meaning that respondents agree with the statement of employee engagement factors variables. The highest employee engagement factor is the relationship between colleagues and the team with an average value of 4,24 while the lowest factor compensation with an average value of 3,41. Meanwhile, the turnover intention indicator for PT Aino Indonesia Yogyakarta employees as a whole has an average value of 2,52, meaning that respondents do not agree with the statement on the turnover intention indicator. The lowest indicator of turnover intention is the intention to quit at 1,82. Meanwhile, the highest indicators are thinking of quit of 2,89.*

***Keywords:*** *Employee Engagement, Turnover Intention*