

Hubungan Perceived Organizational Support dengan intensi Turnover pada karyawan usia dewasa awal di Bank X

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Abstrak

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Eisenberger (1986) menyatakan setiap karyawan akan membentuk persepsi global mengenai dukungan dari organisasinya. Persepsi ini dinamakan Perceived Organizational Support. Apabila karyawan merasakan dukungan tersebut tidak sesuai dengan kebutuhannya, maka karyawan dapat melakukan penarikan diri. Salah satu bentuk penarikan diri adalah turnover. Penelitian ini bertujuan untuk melihat hubungan Perceived Organizational Support dengan intensi Turnover pada karyawan usia dewasa awal di Bank X. Pengambilan sampel dalam penelitian ini menggunakan non-probability sampling dengan teknik incidental sampling. Metode statistik yang digunakan adalah teknik korelasi pearson product moment. Variabel Perceived Organizational Support (POS) diukur dengan skala dikembangkan oleh Eisenberger dkk. (1986) melalui Survey of Perceived Organizational Support (SPOS). Sedangkan untuk variabel intensi turnover diukur melalui skala Withdrawal Cognition yang disusun oleh Tang, Kim, dan Tang (2000). Jumlah sampel penelitian adalah 64 karyawan Bank X. Karakteristik sampel berusia 18- 40 tahun, pendidikan minimal D3 dan sudah bekerja selama satu tahun. Hasil penelitian menunjukkan nilai korelasi sebesar -0,286 yang artinya terdapat hubungan antara Perceived Organizational Support dengan intensi turnover pada karyawan usia dewasa awal di Bank X.

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ABSTRACT

According to Eisenberger, employees will create a global perception about support from the organization (1986). This perception is known as Perceived Organizational Support. If the support that the employees get does not meet their needs, employees can do withdrawal behavior. One kind of withdrawal behavior is turnover. Therefore, the aim of this research is to find the correlation between perceived organizational support and turnover intention among the employees X in early adulthood at the Bank. This study uses nonprobability sampling with incidental sampling technic. Statistic method is using pearson product moment correlation. Variable Perceived Organizational Support (POS) is measured using the scale of Eisenberger et al (1986) called Survey of Perceived Organizational Support. The turnover intention variable is measured using the withdrawal intention by Tang, Kim, and Tang (2000). Sixty four employees of Bank X were involved in this study. The characteristic of sample are aged 18-40 years, having minimum diploma background and has worked at least one year. The result shows correlation -0,286 that shows the correlation between perceived organizational support and turnover intention among Employees in early adulthood at the bank X.