

## Hubungan antara Job Embeddedness dan intensi meninggalkan pekerjaan pada karyawan Outsourcing = The relationship between Job Embeddedness and turnover intention among outsourcing employee

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### Abstrak

Penelitian ini dilakukan untuk melihat hubungan antara job embeddedness dan intensi meninggalkan pekerjaan pada karyawan outsourcing. Penelitian ini merupakan penelitian kuantitatif dengan desain korelasional. Pengukuran job embeddedness menggunakan alat ukur Global Job Embeddedness Scale (Crossley, Jex, Bennett, & Burnfield, 2007) dan intensi meninggalkan pekerjaan menggunakan alat ukur intention to turnover questionnaire (Adiningtyas, dkk, 2010). Partisipan berjumlah 116 karyawan outsourcing bidang CSO (Customer Service Officer) yang bekerja pada perusahaan tenaga listrik. Hasil penelitian ini menunjukkan terdapat hubungan negatif yang signifikan antara job embeddedness dengan intensi meninggalkan pekerjaan pada karyawan outsourcing ( $r = -0.632$ ;  $p < 0.01$ ; one-tailed). Artinya, semakin tinggi job embeddedness yang dimiliki seseorang, maka semakin rendah intensi meninggalkan pekerjaan.

.....This research was conducted to find relationship between job embeddedness and turnover intention among outsourcing employess. This is a quantitative research with correlational design. Job embeddedness was measured by Global Job Embeddedness Scale (Crossley., 2007) and turnover intention was measured by Intention to Turnover Questionnaire (Adiningtyas et al., 2010). The participants of this research are 116 CSO (Customer Service Officer) outsourcing employees who work in electrical power company. The main results of this research shows that job embeddedness negatively correlated significantly with turnover intention ( $r = -0.632$ ;  $p < 0.01$ ; one-tailed). It means, the higher job embeddedness, the lower turnover intention.