

Pengaruh perceived organizational support terhadap turnover intention pada PT X Indonesia pabrik Cilegon = The influence of perceived organizational support on turnover intention at PT X Indonesia Cilegon factory

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh perceived organizational support terhadap turnover intention pada karyawan PT X Indonesia di Pabrik Cilegon. Variabel independen dalam penelitian ini yaitu perceived organizational support yang diukur dengan Survey of Perceived Organizational Support (SPOS) sedangkan variabel dependen dari penelitian ini yaitu turnover intention yang akan diukur dengan berdasarkan teori Mobley, Horner, dan Hollingsworth. Penelitian ini menggunakan metode kuantitatif dengan kuesioner sebagai instrumen penelitian. Responden yang digunakan sebanyak 84 karyawan tetap PT X Indonesia di pabrik Cilegon yang telah berkerja minimal satu tahun. Data penelitian ini dianalisa menggunakan statistik deksriptif dan statistik inferensial. Hasil penelitian ini menunjukkan bahwa perceived organizational support memiliki pengaruh yang negatif tetapi cukup lemah terhadap turnover intention karyawan PT X Indonesia pabrik Cilegon.

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This research examines the analysis influences of perceived organizational support on employee turnover intention at PT X Indonesia Cilegon factory. The independent variable in this research is perceived organizational support which is scaled with Survey of Perceived Organizational Support (SPOS) and the dependent variable is turnover intention which is scaled with Mobley, Horner, and Hollingsworth's theory. The research used quantitative method with questionnaire as an research instrument. Respondents of the research were 84 employees in PT X Indonesia Cilegon factory who had working period for more than a year. Data in this research analysed using desriptive statistic and inferential statistic. The result of this research showed that perceived organizational support has negative influences but quite weak on employee turnover intention at PT X Indonesia Cilegon factory.