

Pengaruh kepuasan kerja terhadap turnover intention operator tetap PT Hino Motors Manufacturing Indonesia = The influence of job satisfaction on permanent operator turnover intention at PT Hino Motors Manufacturing Indonesia

Arin Fadhila, author

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh kepuasan kerja terhadap turnover intention operator tetap PT Hino Motors Manufacturing Indonesia. Variabel independen dalam penelitian ini adalah kepuasan kerja yang diukur menggunakan Job Descriptive Index. Variabel dependen dari penelitian ini yaitu turnover intention yang diukur berdasarkan teori Mobley, dkk. Penelitian ini menggunakan metode kuantitatif dengan kuesioner. Subyek penelitian ini sebanyak 91 operator tetap PT Hino Motors Manufacturing Indonesia. Hasil penelitian ini adalah kepuasan kerja berpengaruh signifikan dan negatif terhadap turnover intention operator. Penelitian ini menyarankan kepada pihak perusahaan untuk mempertahankan dan meningkatkan kepuasan kerja operator karena dapat menurunkan turnover intention operator.

.....This research examines the analysis influences of job satisfaction on permanent operator turnover intention at PT Hino Motors Manufacturing Indonesia. The independent variable is job satisfaction which is scaled with Job Descriptive Index. The dependent variable is turnover intention which is scaled with theory by Mobley et al. The research used quantitative method with questionnaire as a research instrument. Subject of the research is 91 permanent operators in PT Hino Motors Manufacturing Indonesia.

The result of this research is job satisfaction was significantly and negatively related operator turnover intention. This research suggests that management have to maintain and improve operator job satisfaction because it will decrease their turnover intention.