

Pelatihan mentoring pada engineering manager untuk meningkatkan efektivitas kepemimpinan dan menurunkan voluntary turnover intention pada talent engineer di PT. XXX = Mentoring training for engineering manager to improve leadership effectiveness and reduce voluntary turnover intention of talent engineer at PT. XXX

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Abstrak

[ABSTRAK

Tujuan dari penelitian ini adalah menentukan penyebab utama masalah meningkatnya voluntary turnover pada Talent Engineer di PT. XXX dan merancang sebuah program intervensi untuk mengatasi permasalahan tersebut.

Penelitian ini menggunakan tipe penelitian kuantitatif dan kualitatif. Tipe penelitian kuantitatif digunakan untuk pengukuran penyebab utama. Tipe penelitian kualitatif melalui metode wawancara dan analisis data sekunder digunakan untuk mengenali masalah dan mencari faktor-faktor penyebab mengapa masalah tersebut terjadi. Hasil penelitian menunjukkan bahwa kepemimpinan merupakan penyebab utama meningkatnya voluntary turnover intention pada Talent Engineer di PT. XXX. Berdasarkan kajian terhadap hasil pengukuran menggunakan alat ukur Withdrawal Cognition, Work Design Questionnaire, dan Leadership Behaviour Analysis, hasilnya menunjukkan bahwa penilaian Engineer mengenai gaya kepemimpinan atasannya tidak sesuai dengan gaya kepemimpinan yang dimiliki oleh atasannya tersebut, baik untuk directive behaviour maupun supportive behaviour. Oleh karena itu, intervensi yang diberikan fokus untuk meningkatkan kompetensi para Engineering Manager sebagai mentor melalui pelatihan agar dapat menurunkan voluntary turnover intention pada Talent Engineer di PT. XXX.

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ABSTRACT

The purpose of this study is to determine the cause of Talent Engineer's voluntary turnover problem at PT. XXX and design an intervention program to overcome it. This study used quantitative and qualitative research type. Quantitative research type were used to measure major cause. Qualitative research type were used to determine the problem and the factor that cause the problem. The results show that leadership is the cause of voluntary turnover problem. Based on measurement with Withdrawal Cognition, Work Design Questionnaire, dan Leadership Behaviour Analysis tools, the results show that Engineer judgement about leadership style did not match with their superordinate's leadership style for directive and supportive behaviour. Therefore, the intervention is focused on improving Engineering Manager competency as a mentor through training in order to reduce Talent Engineer's voluntary turnover problem at PT. XXX. ;The purpose of this study is to determine the cause of Talent Engineer's voluntary turnover problem at PT. XXX and design an intervention program to overcome it. This study used quantitative and qualitative

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