

Peningkatan person job fit dan job satisfaction terhadap turnover intention melalui intervensi interpersonal relationship ODP generasi Y Bank ABC = Enhancement of person job fit and job satisfaction toward the decline of turnover intention through interpersonal relationship intervention on generation Y ODP employee at ABC Bank

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Abstrak

[ABSTRAK

Penelitian ini berfokus pada pengaruh person-job fit dan job satisfaction terhadap turnover intention pada Officer Development Program (ODP) generasi Y di Bank ABC. Penelitian ini menggunakan tipe penelitian yang bersifat terapan, kualitatif dan kuantitatif dengan jumlah responden sebanyak 200 orang. Peneliti mengadaptasi alat ukur yang dikembangkan oleh Carmeli & Weisberg (2006) untuk variabel turnover intention dan Saks & Ashfortg (1997) untuk variabel person-job fit serta alat ukur The Job Satisfaction Survey (JSS) yang dikemukakan oleh Spector (1997). Analisa data pada penelitian ini menggunakan analisa statistika deskriptif, dan multiple regrestion. Dari analisa data dapat disimpulkan bahwa : 1) terdapat pengaruh yang signifikan antara person-job fit terhadap turnover intention pada karyawan ODP generasi Y Bank ABC; 2) terdapat pengaruh yang signifikan antara job satisfaction terhadap turnover intention pada karyawan ODP generasi Y Bank ABC; 3) dimensi yang paling berpengaruh terhadap turnover intention adalah dimensi tuntutan atau atribut pekerjaan pada variabel person-job fit dengan tingkat signifikansi sebesar 0,001 dan dimensi gaji, promosi dan rekan kerja pada variabel job satisfaction dengan tingkat signifikansi sebesar 0,006; 0,014 dan 0,028; 4) untuk mengatasi permasalahan turnover intention yang terjadi pada karyawan ODP generasi Y Bank ABC, maka rancangan intervensi yang akan digunakan pada penelitian ini adalah pelatihan interpersonal relationship for ODP generasi Y Bank ABC. Adapun rancangan intervensi ini akan di evaluasi hingga level 3, yaitu perubahan perilaku.

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ABSTRACT

This research focusing enhancement of person-job fit and job satisfaction toward the decline of turnover intention through interpersonal relationship intervention on generation Y ODP at ABC Bank. This research uses applicative and quantitative type of research with the amount of two hundred respondents. The researcher adapted the measurement tool developed by Carmeli & Weisberg (2006) for turnover intention variable and Saks & Ashfortg (1997) for person-job fit variable and The Job Satisfaction Survey (JSS) measurement tool proposed by Spector (1997). Data analysis in this research using descriptive statistic analysis, and

multiple regression. From the data analysis it can be concluded that: 1) there is a significant influence between person-job fit toward turnover intention on Generation Y employee in ODP at ABC Bank; 2) there is a significant influence between job satisfaction toward turnover intention on generation Y employee in ODP at ABC Bank; 3) the most influencing dimension toward turnover intention is requirement dimension or job attribute in person-job fit with a significance level of 0.001 and salary dimension, promotion and co-worker on job satisfaction variable with a significance level of 0.006; 0.014 and 0.028; 4) to overcome turnover intention problem that happened on Generation Y employee in ODP at ABC Bank, the design of intervention that will be used is interpersonal relationship training for ODP generation Y at ABC Bank. Furthermore this design of intervention will be evaluated to level 3, which is change behavior; This research focusing enhancement of person-job fit and job satisfaction toward the decline of turnover intention through interpersonal relationship intervention on generation Y ODP at ABC Bank. This research uses applicative and quantitative type of research with the amount of two hundred respondents. The researcher adapted the measurement tool developed by Carmeli & Weisberg (2006) for turnover intention variable and Saks & Ashfortg (1997) for person-job fit variable and The Job Satisfaction Survey (JSS) measurement tool proposed by Spector (1997). Data analysis in this research using descriptive statistic analysis, and multiple regression. From the data analysis it can be concluded that: 1) there is a significant influence between person-job fit toward turnover intention on Generation Y employee in ODP at ABC Bank; 2) there is a significant influence between job satisfaction toward turnover intention on generation Y employee in ODP at ABC Bank; 3) the most influencing dimension toward turnover intention is requirement dimension or job attribute in person-job fit with a significance level of 0.001 and salary dimension, promotion and co-worker on job satisfaction variable with a significance level of 0.006; 0.014 and 0.028; 4) to overcome turnover intention problem that happened on Generation Y employee in ODP at ABC Bank, the design of intervention that will be used is interpersonal relationship training for ODP generation Y at ABC Bank. Furthermore this design of intervention will be evaluated to level 3, which is change behavior, This research focusing enhancement of person-job fit and job satisfaction toward the decline of turnover intention through interpersonal relationship intervention on generation Y ODP at ABC Bank. This research uses applicative and quantitative type of research with the amount of two hundred respondents. The researcher adapted the measurement tool developed by Carmeli & Weisberg (2006) for turnover intention variable and Saks & Ashfortg (1997) for person-job fit variable and The Job Satisfaction Survey (JSS) measurement tool proposed by Spector (1997). Data analysis in this research using descriptive statistic analysis, and multiple regression. From the data analysis it can be concluded that: 1) there is a significant influence between person-job fit toward turnover intention on

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