

# Program perencanaan dan pengembangan karir sebagai intervensi untuk menurunkan intensi turnover di PT X = Career planning and development program as intervention to reduce turnover intention in PT X

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## Abstrak

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Tujuan dari penelitian ini adalah mengetahui faktor yang paling mempengaruhi intensi turnover karyawan PT X dan mendesain rancangan intervensi untuk mengatasi permasalahan tersebut. Penelitian ini menggunakan pendekatan kuantitatif. Hasil penelitian menunjukkan bahwa komitmen organisasi memiliki pengaruh paling besar mempengaruhi intensi turnover, dan komponen yang paling rendah adalah pada normative commitment. Hal ini menunjukkan bahwa karyawan tidak merasa memiliki kewajiban untuk tetap bekerja di perusahaan. Normative commitment dapat dibentuk dengan memberikan pelatihan di awal dan promosi. Oleh karena itu, intervensi yang diusulkan adalah perencanaan dan pengembangan karir karyawan, khususnya talen, untuk meningkatkan komitmen organisasi untuk menurunkan intensi turnover karyawan PT X.

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### **ABSTRACT**

The purpose of this study is to determine the factor that most influences the employees' turnover intention in PT X and to design interventions to overcome this problem. This study uses a quantitative approach. The results showed that organizational commitment is the factor that most influences the turnover intention. Measurements showed that the level of normative commitment of employees is the lowest component of organization commitment, which means the employees feel that they do not have any obligations to keep working at the company. Therefore, the proposed intervention is career planning and development program, particularly for talents, to improve organizational commitment in order to reduce turnover intention of employees of PT X.;The purpose of this study is to determine the factor that most influences the employees' turnover intention in PT X and to design interventions to overcome this problem. This study uses a quantitative approach. The results showed that organizational commitment is the factor that most influences the turnover intention. Measurements showed that the level of normative commitment of employees is the lowest component of organization commitment, which means the employees feel that they do not have any obligations to keep working at the company. Therefore, the proposed intervention is career planning and development program, particularly for talents, to improve organizational

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