

Pengaruh total rewards terhadap intention to leave pada pekerja di PT XYZ = Influence of total rewards towards employee s intention to leave at PT XYZ

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Abstrak

Pada tahun 2010 dan 2011 PT. XYZ mengalami turnover pegawai yang lebih tinggi dari rata-rata industri minyak dan gas di Indonesia. Berdasarkan analisis penyebab, tingginya turnover di PT. XYZ selalu diawali dengan niat berhenti yang disebabkan oleh pekerja tidak puas dengan kompensasi yang diberikan perusahaan.

Penelitian ini bertujuan untuk mengukur pengaruh total rewards terhadap niat berhenti di kalangan pekerja PT. XYZ. Dependent Variable dalam penelitian ini adalah Intention to Leave, dan Independent Variabel-nya adalah Total Rewards. Dimensi total rewards yang dianalisis dalam penelitian ini meliputi compensation, benefit dan work-life balance. Teknik analisis data menggunakan pendekatan deskriptif dan multiple regression analysis.

Hasil analisis deskriptif menunjukkan bahwa tingkat intention to leave pekerja PT XYZ masih dalam taraf rendah, namun sudah berada pada ambang batas atas, sehingga dapat masuk ke taraf yang tinggi.

Sedangkan, hasil analisis regresi menunjukkan bahwa dimensi compensation dalam total rewards memiliki pengaruh yang signifikan terhadap intention to leave, sedangkan faktor benefit dan work-life balance tidak memiliki pengaruh yang signifikan.

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In 2010 and 2011, PT XYZ experienced employee turnover rates which appeared to be higher compared to the average turnover number among other oil and gas companies in Indonesia. Based on cause-effect analysis, high employee turnover rates at PT XYZ were always initiated by the intention to leave the company resulted by employee dissatisfaction with compensation provided by the company.

The objective of this research is measure the influence of total rewards towards employee's intention to leave at PT XYZ. In this research, the dependent variable is the intention to leave, and the independent variable is total rewards. The elements of total rewards which are assessed on this research consist of compensation, benefit and work-life balance. The author adopted descriptive approach and multiple regression analysis as means of data analysis techniques.

The results of descriptive analysis demonstrated that the level of intention to leave the company appeared to be low though it reached upper threshold which could lead to a higher level. On the other hand, the result of the regression analysis showed that compensation had significant impact towards intention to leave, while benefit and work-life balance displayed insignificant influences.