

# Analisis faktor faktor yang berpengaruh terhadap tingkat turnover intention karyawan di Danau Dariza Hotel = Analysis of factors influencing employees turnover intention rate at Danau Dariza Hotel / Dwi Citra Ayu Triani

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## Abstrak

[Penelitian ini menganalisa faktor-faktor yang berpengaruh terhadap tingkat turnover karyawan di Danau Dariza Resort Hotel. Penelitian ini menggunakan metode kuantitatif dengan menggunakan survei cross-sectional. Data primer didapatkan dari kuesioner terstruktur dengan menggunakan skala Likert (Likert Scale), dimana masing-masing dibuat dengan menggunakan skala 1-7 kategori jawaban, yang masing-masing jawaban diberi score atau bobotnya yaitu antara 1 sampai 7. Analisa data dilakukan dengan metode regresi berganda menggunakan SPSS 22. Hasil penelitian menunjukkan bahwa karyawan memiliki antusiasme keseluruhan yang baik terhadap pekerjaan dan perusahaan tempatnya bekerja; menganggap pekerjaan berdampak positif terhadap keluarga dan kehidupan sosial mereka; memiliki loyalitas kerja yang baik; memiliki hubungan yang baik dengan atasannya; karyawan mendapatkan rasa aman dan pendapatan yang baik dalam bekerja; merasa mendapatkan tunjangan tambahan yang cukup dan memadai; serta tidak berpikir untuk berganti pekerjaan di tempat lain atau beralih pekerjaan di industri lain. Dari uji korelasi didapatkan bahwa variabel unstimulating job yang memiliki korelasi sedang terhadap turnover dengan nilai korelasi 0,548. Uji regresi juga menunjukkan bahwa yang berpengaruh terhadap turnover adalah variabel unstimulating job dengan nilai sig 0,000 ( $< 0,05$ ) dan impact of work on social and private life sebesar 0,013 ( $< 0,05$ ). ;This study analyzes the factors that influence employee's turnover intention rate in Danau Dariza Resort Hotel. This study uses a quantitative method using a cross-sectional survey. Primary data were obtained from questionnaires by using a Likert Scale, which each item created using the 1-7 scale response categories, each of which answers were given a score or weight between 1 and 7. Analysis of the data was conducted with multiple regression using SPSS 22. The results showed that employees have a good overall enthusiasm for the job and the company where they worked; considers the work a positive impact on their family and social life; have a good working loyalty; have a good relationship with their superiors; employees gain a sense of security and a good income in the works; feel getting additional allowances sufficient and adequate; and do not think to change jobs elsewhere or switch jobs in other industries. From correlation test showed that unstimulating job variables that has a moderate correlation to turnover with a 0.548 correlation value. Regression analysis also showed that unstimulating job variable which influence turnover with sig 0.000 ( $< 0.05$ ) and the impact of work on social and private life with sig 0.013 ( $< 0.05$ )., This study analyzes the factors that influence employee's turnover intention rate in Danau Dariza Resort Hotel. This study uses a quantitative method using a cross-sectional survey. Primary data were obtained from questionnaires by using a Likert Scale, which each item created using the 1-7 scale response categories, each of which answers were given a score or weight between 1 and 7. Analysis of the data was conducted with multiple regression using SPSS 22. The results showed that employees have a good overall enthusiasm for the job and the company where they worked; considers the work a positive impact on their family and social life; have a good working loyalty; have a good relationship with their superiors;

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