

# Hubungan antara organizational career growth dan leader member exchange dengan turnover intention menurunkan turnover intention melalui intervensi career mapping pada karyawan GTP di PT CDE = Relationship between organizational career growth and leader member exchange with turnover intention decreasing turnover intention by career mapping intervention in GTP employees at PT CDE

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## Abstrak

[Penelitian ini dilakukan untuk mengetahui hubungan antara Organizational Career Growth dan Leader-Member Exchange terhadap Turnover Intention melalui intervensi Career Mapping sebagai usaha untuk menurunkan tingkat turnover intention karyawan GTP di PT.CDE. Alat ukur yang digunakan dalam penelitian ini adalah alat ukur organizational career growth yang diadaptasi dan diterjemahkan dari Weng dan Xi (2011), kemudian alat ukur leader-member exchange yang diadaptasi dari Liden dan Maslyn (1998) dan telah diterjemahkan oleh Radikun (2010), serta alat ukur turnover intention yang diadaptasi dari Mobley (1978). Hasil analisis korelasi terhadap 49 orang karyawan GTP menunjukkan adanya hubungan organizational career growth dengan turnover intention sebesar 54.8%, sedangkan untuk leader-member exchange sebesar 46.3%. Dari analisis regresi diketahui organizational career growth mampu menjelaskan sebesar 24.6% ( $\text{Adjusted } R^2 = 0.246$ ) dari varians turnover intention dengan career goal progress sebagai dimensi yang paling berpengaruh. Dengan demikian, perlunya dikembangkan intervensi career mapping sebagai salah satu cara meningkatkan career goal progress pada karyawan GTP di PT.CDE.; This research is conducted to find the relationship between Organizational Career Growth and Leader-Member Exchange with Turnover Intention, by Career Mapping intervention as the effort to decrease turnover intention in GTP employees at PT.CDE. Measurement scale that is used in this research are organizational career growth which adapted and translated from Weng dan Xi's measurement (2011), and leader-member exchange scale from Liden and Maslyn (1998) that has been translated by Radikun (2010), and also turnover intention scale from Mobley (1978). Pearson correlation analysis that is conducted to 49 GTP employees show correlation between organizational career growth and turnover intention with score 54.8%, while leader-member exchange's score is 46.3%. By using regression analysis the result show that organizational career growth was able to explain 24.6% ( $\text{Adjusted } R^2 = 0.246$ ) of turnover intention variance to turnover intention with career goal progress as the dimension that has most significant effect to turnover intention. Based on this, therefore career mapping intervention was designed to increase career goal progress in GTP employees and decrease turnover intention at PT.CDE, This research is conducted to find the relationship between Organizational Career Growth and Leader-Member Exchange with Turnover Intention, by Career Mapping intervention as the effort to decrease turnover intention in GTP employees at PT.CDE. Measurement scale that is used in this research are organizational career growth which adapted and translated from Weng dan Xi's

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