

Analisis faktor - faktor yang mempengaruhi turnover intentions studi kasus bank CIMB Niaga di lima wilayah DKI Jakarta dan sekitarnya =
The analysis of factors that affect turnover intentions study case bank cimb niaga in five areas of dki jakarta and the surroundings

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Abstrak

[ABSTRAK

Penelitian ini bertujuan untuk melihat faktor-faktor yang mempengaruhi turnover intentions. Peneliti menggunakan sampel 200 orang karyawan yang telah bekerja di Bank CIMB Niaga di lima wilayah DKI Jakarta dan sekitarnya minimal satu tahun. Data yang diperoleh oleh peneliti kemudian diolah dengan menggunakan metode analisis Structural Equity Modelling (SEM). Hasilnya, citra organisasi memiliki pengaruh positif yang signifikan terhadap peluang pengembangan karir begitu pula dengan peluang pengembangan karir yang berpengaruh positif dan signifikan terhadap komitmen organisasi dan terakhir komitmen organisasi dalam penelitian ini secara signifikan memiliki pengaruh positif dengan turnover intentions. Sedangkan untuk efektivitas pelatihan ternyata memiliki pengaruh negative dan tidak signifikan terhadap peluang pengembangan karir.

ABSTRACT

This research aims to look at the factors that affect turnover intentions of employees in Bank CIMB Niaga in five areas of DKI Jakarta and the surroundings. The sample are 200 employees who work at least one year in the company. The received data are processed using the analytical method of Structural Equity Modelling (SEM). As a result, organisational prestige has a positive effect with career growth opportunities, career growth opportunities has a positive effect with organisational commitment and also organisational commitment has significant and negative effect with turnover intentions. But, surprisingly, in this research training effectiveness has no significant and negative effect with career growth opportunities.

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