

Analisis pengaruh total rewards terhadap turnover intention pegawai (studi kasus di direktorat turnover rate tertinggi pada PT. X) = Analysis of influence of total rewards towards employee turnover intention (case study at directorate who has the highest turnover rate in PT. X)

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Abstrak

Persaingan industri perbankan saat ini begitu ketat dimana lambatnya pertumbuhan ekonomi negara membuat talent menjadi agenda penting untuk dipertahankan demi terwujudnya competitive advantage perusahaan. PT X merupakan salah satu perbankan yang mendapatkan imbas dari perang talent, dimana banyaknya pegawai yang keluar dari PT X terutama dari Direktorat Y. selama 2 tahun terakhir ini, Direktorat Y mempunyai turnover rate yang tinggi dibandingkan Direktorat lainnya di PT X. Tingginya turnover ini diawali oleh adanya niat berhenti pegawai Direktorat Y yang merasakan tidak puas terhadap total rewards (compensation, benefit, work-life balance, performanace and recognition dan career and development) yang diberikan oleh PT X. Penelitian ini dilakukan untuk melihat seberapa besar pengaruh total rewards terhadap turnover intention pegawai yang berada di lingkungan kerja Direktorat Y pada PT X. Penelitian ini menghasilkan bahwa tingkat turnover intention pegawai direktorat Y tergolong sedang dan variable compensation dapat dibuktikan ada pengaruh negatif signifikan terhadap turnover intention pegawai yang berada di Direktorat Y pada PT X. Sedangkan benefit, work-life balance, performanace and recognition dan career and development tidak dapat dibuktikan ada pengaruh negatif signifikan terhadap turnover intention pegawai yang berada di Direktorat Y pada PT X.

Competition in banking industry is so tight as the country's economic growth has made talent become the main agenda to be maintained to establish company's competitive advantage. PT X is one of a bank that has been affected by talent war whereby there were a lot of employees resigned from PT X especially from the Directorate Y. For the last 2 years, the Directorate Y has a high turnover rate compared with other Directorates in PT X. This high rate of turnover was started by intention to leave of employees in Directorate Y that did not satisfy with the total rewards (compensation, benefits, work-life balance, performanace and recognition and career and development) given by PT X.

This research is made to find out how much total rewards affect to turnover intention of employees in Dorectorate Y at PT X. This research shown that the turnover intention level of employee in Directorate Y can be considered moderate and the variable compensation may prove that there is significant negative impact to the intention turnover of employees in the Directorate Y at PT X. While for the benefit, work-life balance, performance and recognition and career and development cannot be proved that there is significant negative impact to the turnover intention of employees in the Directorate Y at PT X.