

Pengaruh employee engagement dan job satisfaction terhadap employee turnover intention (studi kasus pada PT. XYZ Televisi) = The effect of employee engagement and job satisfaction to employee turnover intention (case study PT. XYZ Television)

Muhammad Uda Pramudita, author

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Abstrak

Penelitian ini dilakukan untuk mengetahui pengaruh employee engagement dan job satisfaction terhadap turnover intention pada PT XYZ Televisi yang merupakan salah satu perusahaan stasiun televisi di Indonesia. Alat ukur yang digunakan untuk mengukur variabel employee engagement adalah UWES (Utrecht Work Engagement Scale), variabel job satisfaction diukur dengan JSS (Job Satisfaction Survey) yang dikembangkan oleh spector (1994), dan variabel turnover intention diukur dengan menggunakan Turnover Intention Scale yang dikembangkan oleh Mobley (1978), Colarelli (1984), dan Cammann (1979). Analisis data dilakukan dengan menggunakan program SPSS 21 dengan metode statistik multiple linier regression. Hasil yang didapatkan dalam penelitian menunjukkan bahwa employee engagement dan job satisfaction secara bersama-sama memiliki pengaruh yang signifikan terhadap turnover intention dengan R^2 sebesar 0.414, sedangkan apabila ditelaah lebih lanjut employee engagement secara negatif tidak berpengaruh signifikan terhadap turnover intention, dan job satisfaction secara negatif berpengaruh signifikan terhadap turnover intention.

.....This research was conducted to determine the effect of employee engagement and job satisfaction on turnover intention at PT XYZ television which is one of the television stations in Indonesia. Instruments used to measure variable employee engagement was UWES (Utrecht Work Engagement Scale), Job satisfaction was measured using JSS (Job Satisfaction Survey) developed by spector (1994), and turnover intention was measured using Turnover Intention Scale developed by Mobley (1978), Colarelli (1984), and Cammann (1979). Multiple linear regression method was use to analysed data. Results obtained from the research shows that employee engagement and job satisfaction has a significant effect on turnover intention with $R^2 = .414$, furthermore employee engagement has no significant effect to turnover intention, while job satisfaction has negatively significant effect to turnover intention.