

Pengaruh perceived organizational support terhadap turnover intention: studi pada karyawan tetap PT Waskita Karya kantor pusat = The influence of perceived organizational support on turnover intention: study on employees of PT Waskita Karya head office

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Abstrak

ABSTRACT

Penelitian ini bertujuan untuk menganalisis pengaruh perceived organizational support terhadap turnover intention pada karyawan PT Waskita Karya Persero Tbk. di kantor pusat. Variabel perceived organizational support diukur berdasarkan teori Rhoades, Eisenberger, dan Armeli, yang terdiri dari 3 dimensi yaitu Fair Organizational Procedures, Supervisor Support, dan Favorable Rewards Job Conditions, ketiga dimensi diturunkan ke dalam 36 indikator. Sedangkan variabel turnover intention diukur berdasarkan teori Mobley, Horner, dan Hollinsworth, dengan 6 dimensi dan diturunkan menjadi 12 indikator, dimensi-dimensi tersebut yaitu Thought of Quitting, Evaluation of Expected Utility of Search, Intention to Search, Search, Evaluation of Alternatives, Dan Intention to Quit. Penelitian ini menggunakan metode kuantitatif dengan menggunakan instrumen penelitian berupa kuesioner. Responden pada penelitian ini sebanyak 162 karyawan tetap PT Waskita Karya Persero Tbk. kantor pusat yang telah bekerja minimal satu tahun. Data penelitian ini dianalisis menggunakan statistik deskriptif dan statistik inferensial. Hasil penelitian ini menunjukkan bahwa perceived organizational support memiliki pengaruh yang negatif dengan tingkatan sedang terhadap turnover intention karyawan PT Waskita Karya Persero Tbk.

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ABSTRACT

This research aims to analyze the effect of perceived organizational support on turnover intention on employees of PT Waskita Karya Persero Tbk. The perceived organizational support variables measured by using concept from Rhoades, Eisenberger, and Armeli, which consisted of 3 dimensions Fair Organizational Procedures, Supervisor Support, and Favorable Rewards Job Conditions, all three dimensions were downgraded to 36 indicators. Meanwhile, the turnover intention variables are measured based on Mobley, Horner, and Hollinsworth theories, with 6 dimensions, the dimensions are Thought of Quitting, Evaluation of Expected Utility of Search, Intention to Search, Search, Evaluation of Alternatives, and Intention to Quit. This research uses quantitative method by using questionnaire as a research instrument. Respondents in this research was 162 permanent employees of PT Waskita Karya Persero Tbk. head office that have worked for at least one year. The data of this study were analyzed using descriptive statistics and inferential statistics. The results of this study indicate that perceived organizational support has a negative effect with the level of moderate to employees turnover intention at PT Waskita Karya Persero Tbk.