

Hubungan antara persepsi peluang karier dengan intensi mengundurkan diri: pemberian intervensi pelatihan career coaching pada atasan di Hotel XYZ = The relationship between perceived career opportunity and turnover intentions: career coaching training intervention for leaders at Hotel XYZ

Haiti Maria Esterlita, author

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Abstrak

Penelitian ini terbagi menjadi dua studi, yaitu studi 1 (studi korelasional) dan studi 2 (program intervensi). Studi 1 bertujuan untuk meneliti hubungan persepsi peluang karier dengan intensi mengundurkan diri. Sedangkan studi 2 bertujuan untuk mengetahui efektivitas pelatihan career coaching dalam meningkatkan persepsi peluang karier dan menurunkan intensi mengundurkan diri. Terdapat 63 karyawan dari Divisi Rooms (Health Club & Spa) Hotel XYZ yang berpartisipasi dalam studi 1. Alat ukur yang digunakan untuk studi 1 adalah alat ukur Turnover Intentions (2018) dan Perceived Career Opportunity (2011). Hasil analisis korelasi menggunakan Pearson pada studi 1 menunjukkan terdapat hubungan yang negatif dan signifikan antara persepsi peluang karier dengan intensi mengundurkan diri ($r = -0.35$, $p < 0.01$). Selanjutnya, terdapat delapan karyawan dari Divisi Rooms (Health Club & Spa) Hotel XYZ yang berpartisipasi dalam studi 2. Hasil analisis menggunakan Wilcoxon pada studi 2 menunjukkan terdapat perbedaan skor intensi mengundurkan diri ($Z = -2.02$, $p < 0.05$) dan persepsi peluang karier ($Z = -2.03$, $p < 0.05$) sebelum dan setelah pemberian intervensi.

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This research divided into two studies, namely study 1 (correlational study) and study 2 (intervention program). Study 1 aims to examine the relationship between perceived career opportunity and turnover intentions. Study 2 aims to determine the effectiveness of career coaching training in increasing perceived career opportunity and reducing turnover intentions. There were 63 employees from the Rooms Division (Health Club & Spa) of Hotel XYZ participating in Study 1. Measuring instruments used for Study 1 are Turnover Intentions (2018) and Perceived Career Opportunity (2011) measuring tools. The results of the correlation analysis using Pearson in Study 1 showed that there was a negative and significant relationship between perceived career opportunity and turnover intentions ($r = -0.35$, $p < 0.01$). Furthermore, there were eight employees from the Rooms Division (Health Club & Spa) of Hotel XYZ participating in Study 2. The results of the analysis using Wilcoxon in Study 2 showed that there were differences in the scores of turnover intentions ($Z = -2.02$, $p < 0.05$) and perceived career opportunity ($Z = -2.03$, $p < 0.05$) before and after the intervention.