

# Hubungan antara Career Growth Opportunity dan Turnover Intentions pada karyawan di Perusahaan Rintisan X: Career Planning Coaching Program Designed sebagai Intervensi = The Correlation of Career Growth Opportunity and Turnover Intentions for employees at Startup Company X: Career Planning Coaching Program designed as Intervention

Widya Syayidatus Solihat, author

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## Abstrak

Salah satu permasalahan yang muncul pada perusahaan rintisan di beberapa tahun terakhir adalah tingginya tingkat turnover intention. Diantara banyak faktor, salah satu faktor penyebab utama munculnya turnover intention adalah kurangnya career growth opportunity. Adapun bentuk penelitian ini terbagi menjadi dua studi, yaitu studi 1 merupakan penelitian kuantitatif korelasional antara variabel career growth opportunity dan turnover intention dengan 100 partisipan yang terlibat. Studi 1 bertujuan untuk melihat hubungan antar variabel di perusahaan rintisan X. Alat ukur yang digunakan adalah Turnover Intention - 6 Scale (TIS-6) dan Career Growth Scale. Teknik analisis yang digunakan adalah teknik korelasi Pearson Product Moment. Hasil penelitian studi 1 menunjukkan bahwa adanya hubungan negatif yang signifikan antara career growth opportunity dengan turnover intention. Terdapat dua dimensi career growth opportunity yang menunjukkan korelasi negatif yang signifikan, yaitu career goals progress dan promotion speed sedangkan dimensi professional ability development dan salary growth tidak berkorelasi secara signifikan. Kemudian, dilanjutkan dengan studi 2 yaitu program intervensi dengan jenis penelitian eksperimen dan melibatkan 4 partisipan yang memiliki skor terendah pada studi 1. Studi 2 ini bertujuan untuk melihat adanya perbedaan sebelum dan sesudah diberikan perlakuan melalui career planning coaching. Hasil penelitian studi 2 dengan pemberian intervensi career planning coaching menunjukkan adanya perbedaan skor secara signifikan pada variabel turnover intention antara sebelum dan sesudah diberikan intervensi ( $p=0.02$ ,  $p<0.05$ ). Artinya, program intervensi career planning coaching berpengaruh secara signifikan dalam menurunkan tingkat persepsi terhadap turnover intention

.....One of the problems that has arisen in startups in recent years is the high level of turnover intention. Among many factors, one of the main causes of turnover is a lack of career growth opportunities. The form of this research is divided into two studies, namely Study 1, which is a quantitative correlational study between career growth opportunity and turnover intention variables with 100 participants involved. Study 1 aims to look at the relationship between variables in Startup X. The measuring tools used are the Turnover Intention - 6 Scale (TIS-6) and the Career Growth Scale. The analysis technique used is the Pearson Product Moment correlation point. The results of Study 1 show that there is a significant negative relationship between career growth opportunities and turnover intention. There are two dimensions of career growth opportunity that show a significant negative correlation, namely career goal progress and promotion speed, while the dimensions of professional ability development and salary growth are not significantly correlated. Then proceed with study 2, which is an intervention program with the type of experimental research and involves 4 participants who had the lowest score in study 1. Study 2 aims to see if there are any differences before and after being given treatment through career planning coaching. The results of study 2 with the

provision of career planning coaching interventions showed that there was a significant difference in scores on the turnover intention variable between before and after being given the intervention ( $p=0.02$ ;  $p<0.05$ ). This means that the career planning coaching program intervention has a significant effect on reducing perceptions of turnover intention.