

ABSTRACT

Turnover Intention is the intention of the employee to look for other work alternatives but not yet manifest in real behavior. Turnover Intention is influenced by several factors, such as psychological factors, economic factors and demographic factors (Mobley, 1977). Job insecurity is an inability of employees to maintain the desired sustainability in threatening working conditions (Greenhalgh and Rosenblatt, 1984). From 2012 to 2016, the health personnel turnover rate at Hospital "X" Yogyakarta has always exceeded 10%. While the average turnover rate of health workers from 2012 to 2016 amounted to 18.53%. This research was conducted to find out the correlation between locus of control, employment status, work period, job value and job insecurity with intention to quit at Hospital "X" Yogyakarta in 2017.

This research uses observational analytic study with cross sectional design. The research subjects were health workers at Hospital "X" Yogyakarta with 49 people, taken by propotionate stratified random sampling method. The research conducted using questionnaire. Data analysis used in this research is Chi Square and Kendall's tau.

The result showed that there was a correlation between locus of control ( $p = 0.011$ ), employment status ( $p = 0.043$ ), and work periode ( $p = 0.030$ ) with job insecurity. There is no relationship between job value ( $p = 0.399$ ) with job insecurity. There is a relationship between locus of control ( $p = 0.027$ ) with intention to quit. There is no relationship between employment status ( $p = 0.062$ ), work periode ( $p = 0.073$ ), and employment value ( $p = 0.734$ ) with intention to quit. And there is a relationship between job insecurity ( $p = 0.024$ ) with intention to quit.

The conclusion of this research is there is correlation between locus of control, employee status, and working period with job insecurity, and there is relationship between locus of control and job insecurity with intention to quit.

Keyword : Locus of Control, Employment Status, Work Period, Work Value, Job Insecurity, Intention to Quit

## ABSTRAK

*Turnover Intention* adalah niat karyawan untuk mencari alternatif pekerjaan lain tapi belum terwujud dalam perilaku nyata. *Turnover Intention* dipengaruhi oleh beberapa faktor, yaitu faktor psikologi, faktor ekonomi dan faktor demografi (Mobley, 1977). *Job insecurity* merupakan ketidakberdayaan yang dirasakan karyawan untuk mempertahankan kesinambungan yang diinginkan dalam kondisi kerja yang mengancam (Greenhalgh dan Rosenblatt, 1984). Terhitung dari tahun 2012 sampai dengan tahun 2016, tingkat *turnover* tenaga kesehatan pada 5 (lima) tahun terakhir di Rumah Sakit “X” Yogyakarta selalu melebihi 10%. Sedangkan rata-rata tingkat *turnover* tenaga kesehatan dari tahun 2012 sampai dengan 2016 sebesar 18,53%. Penelitian dilakukan untuk mengetahui hubungan antara *locus of control*, status kepegawaian, masa kerja, nilai pekerjaan dan *job insecurity* dengan *intention to quit* di Rumah Sakit “X” Yogyakarta Tahun 2017.

Jenis penelitian ini analitik observasional dengan rancangan *cross sectional*. Subyek penelitian adalah tenaga kesehatan di Rumah Sakit “X” Yogyakarta dengan jumlah 49 orang, diambil dengan metode *propotionate stratified random sampling*. Instrumen penelitian dengan menggunakan kuesioner. Analisis data yang digunakan dalam penelitian ini adalah *Chi Square* dan *Kendall’s tau*.

Hasil penelitian menunjukkan adanya hubungan antara *locus of control* ( $p=0.011$ ), status kepegawaian ( $p=0.043$ ), dan masa kerja ( $p=0.030$ ) dengan *job insecurity*. Tidak terdapat hubungan antara nilai pekerjaan ( $p=0.399$ ) dengan *job insecurity*. Terdapat hubungan antara *locus of control* ( $p=0.027$ ) dengan *intention to quit*. Tidak terdapat hubungan antara status kepegawaian ( $p=0.062$ ), masa kerja ( $p=0.073$ ), dan nilai pekerjaan ( $p=0.734$ ) dengan *intention to quit*. Terdapat hubungan antara *job insecurity* ( $p=0.024$ ) dengan *intention to quit*.

Kesimpulan dari penelitian ini adalah terdapat hubungan antara *locus of control*, status kepegawaian, dan masa kerja dengan *job insecurity*, serta terdapat hubungan antara *locus of control* dan *job insecurity* dengan *intention to quit*.

Kata kunci : *Locus of Control*, Status Kepegawaian, Masa Kerja, Nilai Pekerjaan, *Job Insecurity*, *Intention to Quit*