

## ABSTRAK

Fatihah Nur Ainiyah, 111011046, Pengaruh *Psychological Contract Breach*, *Psychological Contract Violation*, dan Tipe Kepribadian *Big Five* terhadap Intensi *Turnover* pada Staf Divisi Produksi PT X, *Skripsi*, Fakultas Psikologi Universitas Airlangga, 2014.

xxi + 110 halaman, 20 lampiran.

*Penelitian ini bertujuan untuk mengetahui pengaruh psychological contract breach, psychological contract violation, dan tipe kepribadian big five terhadap intensi turnover pada staf divisi produksi PT X. Definisi psychological contract breach dan psychological contract violation pada penelitian ini menggunakan teori dari Robinson dan Morrison (2000), definisi tipe kepribadian big five pada penelitian ini menggunakan teori dari John dan Srivastava (1999), sedangkan teori intensi turnover menggunakan teori dari Mobley, Griffeth, dan Meglino (1979).*

*Penelitian ini dilakukan pada 50 staf divisi produksi PT X. Teknik sampling yang digunakan adalah incidental sampling. Alat pengumpul data berupa kuisioner yang menerjemahkan alat ukur Big Five Inventory (BFI) milik John, Donahue, dan Kentle (1991) dan intensi turnover milik Mobley, Horner, dan Hollingsworth (1978), serta mengadaptasi skala psychological contract breach dan violation dari alat ukur milik Robinson dan Morrison (2000). Teknik analisis data menggunakan teknik regresi ganda dan regresi sederhana dengan program SPSS 20 for Windows.*

*Hasil penelitian ini menunjukkan bahwa tidak ada pengaruh yang signifikan antara psychological contract breach, psychological contract violation, dan tipe kepribadian big five terhadap intensi turnover pada staf divisi produksi PT X. Ketiga variabel bebas tidak dapat digunakan secara bersama-sama sebagai prediktor terhadap intensi turnover. Hasil dari uji pengaruh masing-masing variabel terhadap intensi turnover menunjukkan bahwa psychological contract breach, psychological contract violation, tipe kepribadian agreeableness dan conscientiousness berpengaruh secara signifikan terhadap intensi turnover.*

**Kata kunci:** *psychological contract breach, psychological contract violation, tipe kepribadian big five, intensi turnover.*

Daftar Pustaka, 39 (1977 - 2014)

## ABSTRACT

Fatihah Nur Ainiyah, 111011046, The Effect of Psychological Contract Breach, Psychological Contract Violation, and Big Five Personality to Turnover Intention in Division Production Staff at PT X, *Undergraduate Thesis*, Faculty of Psychology in Airlangga University, 2014.  
xxi + 110 pages, 20 appendix.

*The aimed of this study is to find out the effects of psychological contract breach, psychological contract violation, and big five personality to turnover intention in division production staff at PT X. Psychological contract breach and psychological contract violation theory by Robinson and Morrison (2000), big five personality theory by John and Srivastava (1999), and turnover intention theory by Mobley, Griffeth, and Meglino (1979) were use as reference for this study.*

*The population used in this study are 50 division production staffs at PT X. The sampling technique used is incidental sampling. The instruments of this study are Big Five Inventory (BFI) by John, Donahue, and Kentle (1991) and turnover intention by Mobley, Horner, and Hollingsworth (1978) that translated into Indonesian language and adaptation psychological contract breach and psychological contract violation scale by Robinson and Morrison (2000). To analyzes the data used multiple regression and simple regression analysis technique by the help of SPSS 20 for Windows.*

*The result of this study show that there are no significant effects of psychological contract breach, psychological contract violation, and big five personality to turnover intention in division production staff at PT X. All of three independent variables can't be a predictor for turnover intention together. The results from effects of each independent variabel show that psychological contract breach, psychological contract violation, agreeableness personality, and conscientiousness are significant predictors to turnover intention.*

**Keywords:** *psychological contract breach, psychological contract violation, big five personality, and turnover intention.*  
References, 39 (1977 - 2014).