

ABSTRACT

ANALYSIS OF EFFECT EQUITY AND LEADER-MEMBER EXCHANGE (LMX) TO THE INTENTION TO LEAVE (Case Studies Lecturer in STIKES Insan Unggul Surabaya)

Organization will have problems because employees are not putting all the capabilities to achieve the goals of the organization because of the desire to move in or out. Finally employees with conditions that are less supportive decided to look for other alternatives or out (leave). One form of side attitudes that threaten the existence of the organization is the intention to leave (the desire to get out) or thought to look for other employment alternatives. The general objective of this study was to analyze the influence of equity and Leader-Member Exchange (LMX) on the intention to leave a permanent lecturer in STIKES Insan Unggul Surabaya. This type of research is an analytic study with a quantitative approach. Time approach used for this study is cross-sectional study design. This study was conducted in May 2013. The study sample as many as 34 respondents are tenured faculty in STIKES Insan Unggul Surabaya. Analyses were performed using ordinal regression and multinomial regression. The conclusion of this study is the ratio of the input (what was given such a commitment, workload and skill) bigger or higher than the output (what is obtained as development, compensation and satisfaction) of tenured faculty STIKES Insan Unggul Surabaya. Aspects of leader-member exchange (LMX) STIKES Insan Unggul lecturer at Surabaya Excellence mostly showed high relationship quality (high quality leader-member). Internal equity is partly to show the pain of influence on intention to leave while the external equity valuation inputs and outputs another lecturer showed the same thing or unfair does not affect the intention to leave. So given what the organization is not in accordance with their expectations or desires. Leader-Member Exchange (LMX) did not significantly affect the intention to leave a permanent lecturer at Surabaya STIKES Insan Unggul because the most sensitive effect on intention to quit (intention to leave) tenured faculty STIKES Insan Unggul Surabaya is the equity factor is internal equity.

Keywords: Equity, Leader-Member Exchange (LMX), and Intention to Leave.