

ABSTRAK

Dhea Dara Kurnia Imami, 111311133002, Pengaruh Job Insecurity dan Perceived Organizational Support terhadap Intensi Turnover pada Karyawan di Perusahaan X, Skripsi, Fakultas Psikologi Universitas Airlangga, 2018.

xv +88 halaman, 12 lampiran

Penelitian ini bertujuan untuk menganalisa pengaruh job insecurity dan perceived organizational support terhadap intensi turnover pada karyawan di perusahaan X. Intensi turnover merupakan keinginan individu untuk keluar dari organisasi. Job Insecurity diukur dengan menggunakan Job Insecurity Questionnaire (JIQ) yang dikembangkan oleh De Witte (1997). Perceived Organizational Support diukur dengan menggunakan Survey of Perceived Organizational Support (SPOS) yang dikembangkan oleh Eisenberger dkk., (1986), sedangkan Intensi Turnover diukur dengan skala intensi turnover milik Mobley dkk., (1976), dan analisis dengan bantuan SPSS versi 22 for Windows. Penelitian dilakukan di salah satu perusahaan besar. Jumlah sampel yang digunakan sebanyak 40 orang.

Dari analisa hasil penelitian melalui regresi linear ganda, diperoleh koefisien determinan (R^2) pengaruh job insecurity dan perceived organizational support terhadap intensi turnover sebesar 0,365 dan nilai F sebesar 10,622 dengan nilai signifikansi 0,00. Hal tersebut menyebutkan bahwa variabel job insecurity dan perceived organizational support dapat memprediksi intensi turnover sebesar 36,5%. Koefisien regresi job insecurity dan perceived organizational support adalah 0,219 dan -0,300. Hal ini menyatakan bahwa semakin tinggi job insecurity maka semakin tinggi pula intensi turnover yang terjadi, selanjutnya dengan semakin tinggi perceived organizational support maka semakin rendah tingkat intensi turnover yang terjadi.

Kata kunci: job insecurity, perceived organizational support, intensi turnover

Daftar Pustaka, 40 (1977-2018)

ABSTRACT

Dhea Dara Kurnia Imami, 111311133002, Influence of Job Insecurity and Perceived Organizational Support to Turnover Intention to Employees at Company X, Thesis, Faculty of Psychology Universitas Airlangga, 2018.

xv +88 pages, 12 attachments

This study aims to analyze the influence of job insecurity and perceived organizational support to the intentions of turnover on employees in company X. Turnover intention is the desire of individuals to get out of the organization. Job Insecurity is measured using Job Insecurity Questionnaire (JIQ) developed by De Witte (1997). Perceived Organizational Support was measured using a Survey of Perceived Organizational Support (SPOS) developed by Eisenberger et al. (1986), while Turnover Intention was measured by Mobley et al turnover intensity scale (1976), and analysis with the help of SPSS version 22 for Windows. The study was conducted in one of the big companies. The number of samples used counted 40 people.

From the analysis of research results through multiple linear regression, the determinant coefficient (R^2) of job insecurity and perceived organizational support toward turnover intention is 0,365 and F value equal to 10,622 with significance value 0,00. It says that job insecurity and perceived organizational support variables can predict turnover intention of 36.5%. The coefficients of job insecurity and perceived organizational support regression are 0.219 and -0.300. This states that the higher the job insecurity the higher the intention of turnover occurs, furthermore the higher perceived organizational support the lower the level of turnover intention that occurs.

Keywords: job insecurity, perceived organizational support, turnover intention

References, 40 (1977-2018)