

HUBUNGAN ANTARA STRES KERJA DENGAN INTENSI TURNOVER



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INTISARI

Penelitian ini adalah penelitian korelasional antara stres kerja dengan intensi turnover pada karyawan PT. PG Kebon Agung Malang. Penelitian ini bertujuan untuk mengetahui hubungan antara stres kerja dengan intensi turnover. Metode analisa yang digunakan dalam penelitian ini adalah korelasi product moment, sedangkan metode pengumpulan data dalam penelitian ini adalah dengan menggunakan skala. Populasi dan sampel dalam penelitian ini adalah karyawan PT. PG Kebon Agung Malang. Sedangkan Jumlah populasi 257 karyawan bagian TUK dan sampel penelitian ini 50 orang. Hasil dari skala Stres kerja diperoleh 29 item valid dari 34 item yang disajikan, sedangkan skala intensi turnover diperoleh 26 item valid dari 27 item yang disajikan.

Hasil dari penelitian ini didapatkan koefisien korelasi $r = 0,451$ dan $p = 0,001$. Ini berarti bahwa ada hubungan positif yang sangat signifikan antara stres kerja dengan intensi turnover. Artinya bahwa apabila stres kerja karyawan tinggi, maka akan diikuti dengan intensi turnover karyawan yang tinggi. Dan sebaliknya, jika stres kerja karyawan rendah, maka akan diikuti dengan intensi turnover karyawan yang rendah. Sedangkan stres kerja memberikan sumbangan efektif dengan koefisien determinan sebesar $r^2 = 0,203$ (20,3%) terhadap intensi turnover, sedangkan sisanya sebesar 79,7 % dipengaruhi oleh variabel lain.

ABSTRACT

Keywords: Work-related Stress, Turnover Intention

During more competitive world as the impact of globalization, employees would have to adapt toward the varying demand of the environment as the response or internal or external processes reaching physical and psychological tensions reaching the limit or over the limit of subject ability. The same stressor could be perceived differently, that is as a positive and relative harmless event, or becoming dangerous and threatening event. Individual cognitive assessment in this matter seems to determine whether those stressors would bring positive or negative impact. This cognitive assessment is highly influencing response toward high or low turnover intention of the employees.

This study is a correlation study between work-related stress with turnover intention in employees of PT. PG Kebon Agung Malang. This study has the objective to find out about the links between work-related stress and turnover intention. Analyze method used in this study is product moment correlation, while data collection technique is using scales. Population and

sample in this study is the employees of PT. PG Kebon Agung Malang. Population rate of TUK division is 257 employees and sample taken for this study were 50 people. Result of work-related stress scale revealing 29 valid item of 34 presented item, while for turnover intention scale revealing 26 valid item of 27 presented item.

Result of this study has successfully obtain correlation coefficient $r=0,451$ and $p=0,001$. It means that there are highly significant positive relationship between work-related stress and turnover intention. That is if work-related stress of the employees is high, it will be followed by high turnover intention of the employees. On the contrary, if work-related stress of the employees is low, then it will be followed by lower turnover intention employees. Work-related stress has given effective contribution with determinant coefficient $r^2=0.203$ (20,3%) toward turnover intention, meantime for the rest of 79,7% has been affected by other variables.