

ABSTRAK

Salah satu cara yang harus diambil agar perusahaan bisa bertahan dan bersaing adalah dengan mempertahankan dan memberdayakan sumber daya manusia. Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dengan *turnover intention* pada karyawan wanita di DKI Jakarta. Subjek dalam penelitian berjumlah 118 orang dengan karakteristik karyawan wanita yang berlokasi tempat kerja di DKI Jakarta dan bekerja di perusahaan swasta. Metode pengumpulan data dalam penelitian ini menggunakan skala *turnover intention* dan skala *perceived organizational support*. Data dianalisis dengan menggunakan uji korelasi *product moment*, hasilnya menunjukkan besarnya koefisien korelasi sebesar $(r_{xy}) = -0,547$ dengan $p = 0,000$ ($p < 0,050$). Hal ini menunjukkan bahwa terdapat hubungan negatif antara *perceived organizational support* dengan *turnover intention* pada karyawan wanita di DKI Jakarta, sehingga hipotesis diterima.

Kata Kunci: *perceived organizational support*, *turnover intention*, karyawan wanita

ABSTRACT

One way that must be taken in order to survive and compete is to maintain and empower human resources. This study aims to determine the relationship between perceived organizational support and turnover intention of female employees in DKI Jakarta. The research subjects were 118 female employees in DKI Jakarta who work in private companies. The data collection method in this study used was turnover intention scale and perceived organization support scale. The data were analyzed using the product moment correlation test, the results showed the magnitude of the correlation coefficient of $(r_{xy}) = -0.547$ with $p = 0.000$ ($p < 0.050$). This shows that there is a negative relationship between perceived organizational support and turnover intention of female employees in DKI Jakarta, hypothesis in this research was accepted.

Keywords: *perceived organizational support, turnover intention, female employees*