

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *workplace incivility* dengan *turnover intention* pada karyawan PT. X di Yogyakarta. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif antara *workplace incivility* dengan *turnover intention* pada karyawan PT.X di Yogyakarta. Subjek penelitian ini berjumlah 74 orang karyawan PT.X DI Yogyakarta yang sudah bekerja minimal 6 bulan dengan usia minimal 21 tahun. Pengambilan subjek menggunakan metode *non-probabilitas sampling*. Pengumpulan data penelitian menggunakan alat ukur berupa Skala Workplace Incivility dan Skala Turnover Intention. Teknik analisis data yang digunakan adalah *product moment* dari Karl Pearson. Hasil analisis data diperoleh nilai korelasi sebesar $r_{xy} = 0,455$ dengan $p = 0,000$ yang berarti ada hubungan positif antara *workplace incivility* dengan *turnover intention* pada karyawan PT.X di Yogyakarta. Nilai koefisien determinasi (R Squared) sebesar 0,207 yang berarti bahwa *workplace incivility* memberikan sumbangan efektif sebesar 20,7% terhadap *turnover intention* pada karyawan PT.X di Yogyakarta dan 79,3% sisanya dipengaruhi oleh faktor lain.

Kata Kunci : *workplace incivility, turnover intention, Yogyakarta*

ABSTRACT

This study aims to determine the relationship between workplace incivility with turnover intention in PT. X in Yogyakarta. The hypothesis proposed in this study is that there is a positive relationship between workplace incivility and turnover intention in PT.X employees in Yogyakarta. The subjects of this study were 74 employees of PT.X DI Yogyakarta who had worked at least 6 months with a minimum age of 21 years. . Research subject using the non-probability sampling method . Research data collection using a measurement tool of Workplace Incivility Scale and Turnover Intention Scale. The data analysis technique used is product moment from Karl Pearson. The results of data analysis obtained a correlation value of $r_{xy} = 0.455$ with $p = 0,000$, which means there is a positive relationship between workplace incivility with turnover intention in PT.X employees in Yogyakarta. The coefficient of determination (R^2) of 0.207 means that workplace incivility contributes an effective contribution of 20,7% to turnover intention in PT.X employees in Yogyakarta and the remaining 79,3% is influenced by other factors.

Keywords : *workplace incivility, turnover intention , Yogyakarta*