

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara kepuasan kerja dengan *turnover intention* pada karyawan PT NSN Yogyakarta. Subjek penelitian adalah karyawan PT NSN dengan karakteristik telah bekerja minimal 1 tahun sebanyak 119 subjek. Pengambilan subjek menggunakan sampling purposive dengan data yang dikumpulkan menggunakan Skala Turnover Intention dan Skala Kepuasan Kerja. Berdasarkan hasil analisis data diperoleh koefisien korelasi (r_{xy}) sebesar -0,821 ($p = 0,000$), sehingga hipotesis dalam penelitian ini dapat diterima. Sumbangan efektif yang diberikan kepuasan kerja terhadap *turnover intention* 67,4% dan sisa 32,6% dipengaruhi oleh faktor-faktor lainnya yang tidak diteliti dalam penelitian ini seperti komitmen organisasi, kepercayaan organisasi, maupun ketidakamanan kerja.

Kata kunci: turnover intention, kepuasan kerja, karyawan

ABSTRACT

This study aims to determine the relationship between job satisfaction and turnover intention of employees of PT NSN Yogyakarta. The research subjects were employees of PT NSN with the characteristics of having worked at least 1 year as many as 119 subjects. Subjects were taken using purposive sampling with data collected using the Turnover Intention Scale and Job Satisfaction Scale. Based on the results of data analysis obtained a correlation coefficient (r_{xy}) of -0.821 ($p = 0.000$), so the hypothesis in this study can be accepted. The effective contribution given by job satisfaction to turnover intention is 67.4% and the remaining 32.6% is influenced by other factors not examined in this study such as organizational commitment, organizational trust, and job insecurity.

Keywords: *turnover intention, job satisfaction, employee.*