

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *adversity quotient* dengan intensi *turnover* pada karyawan perbankan di wilayah Semarang. Hipotesis yang diajukan adalah terdapat hubungan negatif antara *adversity quotient* dengan intensi *turnover* pada karyawan perbankan di wilayah Semarang. Subjek pada penelitian ini berjumlah 150 orang karyawan kontrak yang bekerja di sektor perbankan di wilayah Semarang. Subjek terdiri dari 58 karyawan laki-laki (39%) dan 92 karyawan perempuan (61%). Pengambilan data dalam penelitian ini menggunakan skala *adversity quotient* dan skala intensi *turnover*. Teknik analisis data yang digunakan adalah korelasi *product moment*. Berdasarkan hasil analisis data diperoleh koefisien korelasi (r_{xy}) = -0.858 dengan nilai signifikansi <0.050 . Hasil penelitian menunjukkan bahwa terdapat hubungan negatif yang signifikan antara *adversity quotient* dengan intensi *turnover*. Dari hasil perhitungan nilai determinasi, didapatkan nilai koefisien (R^2) sebesar 0.737 yang berarti *adversity quotient* memiliki kontribusi terhadap intensi *turnover* sebesar 73,7% sedangkan 26,3% yang mempengaruhi intensi *turnover* pada karyawan perbankan di wilayah Semarang adalah faktor lain.

Kata kunci : *adversity quotient, intensi turnover, karyawan*

ABSTRACT

The purpose of the research is to investigate the correlation between adversity quotient and turnover intention of banking employees at Semarang region. The proposed is that there is a negative relationship between adversity quotient and turnover intention on banking employees at Semarang region. The number of subjects in this study are 150 contract employees who work in the banking sector in the Semarang region, consisting of 58 male employees (39%) and 92 female employees (61%). The data were collected through an adversity quotient and turnover intention scale. The data analysis technique used is product moment correlation. Based on the results of data analysis obtained correlation coefficient (r_{xy}) = -0.858 with significance <0.050 . The results showed that there was a significant negative relationship between adversity quotient and turnover intention. From the calculation of the determination value, the obtained coefficient (R^2) is 0.737, it is known that the contribution of adversity quotient to turnover intention is 73,7%, while the rest 26,3% that affect turnover intention on banking employees at Semarang region is influenced by other factors.

Keywords : *adversity quotient, turnover intention, employee*