

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *Effort-Reward Imbalance* dengan *Turnover Intention* pada karyawan pertambangan. Penelitian ini menggunakan pendekatan kuantitatif korelasional dengan melibatkan 159 karyawan pertambangan berusia 20-40 tahun dan masa kerja minimal satu tahun yang dipilih melalui teknik *purposive sampling*. Pengumpulan data dilakukan menggunakan skala *Turnover Intention* yang diadaptasi dari Meisie (2022) berdasarkan aspek Mobley dkk. (1978) serta skala *Effort-Reward Imbalance* yang diadaptasi dari Ansyori dkk. (2024) berdasarkan teori Siegrist dkk. (2019). Analisis data menggunakan teknik korelasi *Spearman's Rho* yang dipilih berdasarkan hasil uji normalitas, di mana variabel *Effort-Reward Imbalance* tidak berdistribusi normal ($p = 0,003$). Hasil penelitian menunjukkan terdapat hubungan positif yang signifikan antara *Effort-Reward Imbalance* dengan *Turnover Intention* ($r_s = 0,388$, $p < 0,001$), artinya semakin tinggi ketidakseimbangan antara usaha dan imbalan yang dirasakan karyawan, semakin tinggi pula kecenderungan untuk meninggalkan perusahaan. Meskipun kekuatan hubungan tergolong lemah, hasil ini bermakna secara statistik dan mengindikasikan bahwa *Effort-Reward Imbalance* merupakan salah satu faktor yang berkontribusi terhadap munculnya *Turnover Intention* pada karyawan pertambangan di Indonesia.

Kata Kunci : *Effort-Reward Imbalance, Karyawan Pertambangan, Korelasi Spearman, Turnover Intention*

ABSTRACT

This study aims to determine the relationship between Effort-Reward Imbalance and Turnover Intention among mining employees. This study used a quantitative correlational approach involving 159 mining employees aged 20-40 years and with a minimum of one year of service, selected through a purposive sampling technique. Data collection was conducted using the Turnover Intention scale adapted from Meisie (2022) based on aspects of Mobley dkk. (1978), and the Effort-Reward Imbalance scale adapted from Ansyori dkk. (2024) based on the theory of Siegrist dkk. (2019). Data analysis used the Spearman's Rho correlation technique, selected based on the results of the normality test, in which the Effort-Reward Imbalance variable was not normally distributed ($p = 0.003$). The results of the study indicate a significant positive relationship between Effort-Reward Imbalance and Turnover Intention ($r_s = 0.388$, $p < 0.001$). This means that the greater the perceived imbalance between effort and reward, the greater the tendency to leave the company. Although the relationship is weak, this result is statistically significant and indicates that Effort-Reward Imbalance is a contributing factor to Turnover Intention among mining employees in Indonesia.

Keywords: *Effort-Reward Imbalance, Mining Employees, Spearman Correlation, Turnover Intention*