

HUBUNGAN ANTARA *WORK ENGAGEMENT* DENGAN INTENSI *TURNOVER* PADA KARYAWAN VARUNA GROUP

Neysa Fayola Siallagan

15000118120041

Fakultas Psikologi

Universitas Diponegoro

neysafayolaa13@gmail.com

ABSTRAK

Sumber daya manusia dianggap sebagai salah satu unsur penting dalam setiap aktivitas perusahaan. Tingkat *turnover* yang tinggi dalam perusahaan yang diawali oleh adanya intensi *turnover* karyawan dapat memberikan dampak pada perusahaan. Keterikatan kerja pada karyawan dianggap sebagai salah satu kekuatan perusahaan, dan faktor utama yang memengaruhi intensi *turnover*. Tujuan dari penelitian ini adalah menguji hubungan antara *work engagement* dengan intensi *turnover* pada karyawan Varuna Group. Penelitian ini melibatkan karyawan Varuna Group yang tersebar di 13 unit usaha yang ada di pulau Jawa dan Bali (N=122) sebagai sampel penelitian yang dipilih melalui teknik *cluster random sampling*. Metode pengumpulan data dilakukan melalui Skala *Work Engagement* (25 butir, $\alpha = 0.926$) dan Skala Intensi *Turnover* (26 butir, α sebesar 0.924). Analisis data dilakukan dengan teknik non parametrik *Spearman's Rho*. Hasil pengujian menunjukkan bahwa hubungan antara *work engagement* dan intensi *turnover* berifat negatif dan signifikan ($r_{xy} = -0.456$, $p=0.000$). Semakin tinggi *work engagement*, maka semakin rendah intensi *turnover*. Begitu pula sebaliknya, semakin rendah *work engagement*, maka semakin tinggi intensi *turnover*.

Kata kunci: *Work engagement*, intensi *turnover*, karyawan Varuna Group

RELATIONSHIP BETWEEN WORK ENGAGEMENT WITH TURNOVER INTENTION ON VARUNA GROUP EMPLOYEES

Neysa Fayola Siallagan

15000118120041

Faculty of Psychology

Diponegoro University

neysafayolaa13@gmail.com

ABSTRACT

Human resources are considered as one of the important elements in every company activity. High turnover level in companies that are initiated by employee turnover intentions can have an impact on the company. Work engagement is considered as one of the company's strengths, and the main factor influencing turnover intention. The purpose of this study was to examine the relationship between work engagement and turnover intention of Varuna Group Employees. The study involved employees of the Varuna Group spread across 13 business units on the island of Java and Bali (N=122) as the research sample selected through cluster random sampling technique. The method of collecting data is through the Work Engagement Scale (25 items, $\alpha = 0.926$) and Turnover Intention Scale (26 items, $\alpha = 0.924$). Data analysis was performed using Spearman's Rho non-parametric technique. The results of the study revealed that work engagement was negatively and significantly correlated with turnover intention ($r_{xy} = -0.456$, $p=0.000$). The higher the work engagement, the lower turnover intention, and vice versa, the lower the work engagement, the lower turnover intention.

Key words: Work engagement, turnover intention, Varuna Group Employees