

# **ANALISIS INTENSI *TURNOVER* KARYAWAN PT ASABRI (PERSERO)**

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## **Abstrak**

Penelitian ini dilakukan untuk mengetahui penyebab intensi *turnover* karyawan PT Asabri (Persero). Intensi *turnover* dapat dipengaruhi oleh beberapa faktor, diantaranya *job embeddedness*, *organizational citizenship behavior*, dan kepuasan kerja. Data dari 88 responden didapatkan melalui metode kuesioner dan dianalisis menggunakan *Partial Least Square* (PLS) dengan bantuan perangkat lunak SmartPLS 3.0. Berdasarkan hasil penelitian yang dilakukan, *job embeddedness* berpengaruh negatif dan tidak signifikan terhadap intensi *turnover*. Sedangkan untuk *organizational citizenship behavior* berpengaruh positif dan tidak signifikan terhadap intensi *turnover*, dan kepuasan kerja berpengaruh negatif dan signifikan terhadap intensi *turnover*. Secara simultan, *job embeddedness*, *organizational citizenship behavior*, dan kepuasan kerja mempengaruhi intensi *turnover* dengan  $R^2$  sebesar 0,265 atau 26,5%.

**Kata Kunci** : *Job Embeddedness, Organizational Citizenship Behavior, Kepuasan Kerja, Intensi Turnover*

# CAUSE ANALYSIS TURNOVER INTENTION EMPLOYEE OF PT ASABRI (PERSERO)

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## **Abstract**

*This research was conducted to determine the cause of PT Asabri (Persero) employee turnover intentions. Turnover intentions can be influenced by several factors, including job embeddedness, organizational citizenship behavior, and job satisfaction. Data from 88 respondents were obtained through a questionnaire method and analyzed using Partial Least Square (PLS) with the help of SmartPLS 3.0 software. Based on the results of research conducted, job embeddedness has a negative and not significant effect on turnover intentions. Whereas organizational citizenship behavior has a positive and not significant effect on turnover intentions, and job satisfaction has a negative and significant effect on turnover intentions. Simultaneously, job embeddedness, organizational citizenship behavior, and job satisfaction affect turnover intentions with R<sup>2</sup> of 0.265 or 26.5%.*

**Keywords** : ***Job Embeddedness, Organizational Citizenship Behavior, Job Satisfaction, Turnover Intention***