

Ringkasan

Pengaruh Komitmen Organisasi dan Job Insecurity Karyawan terhadap Intensi Turnover

Luvy Kurniasari

Salah satu aspek yang penting dalam organisasi adalah mempertahankan keberadaan karyawan dan menekan *turnover*. Pada kenyataannya, seringkali manager sumber daya manusia kurang memahami aspek-aspek yang mendasari keputusan seseorang untuk turnover. Akibat dari ketidaktahuan ini maka timbul kesenjangan antara pihak karyawan dengan pihak manajemen. Efek negatif dari adanya *turnover* adalah meningkatnya biaya perekrutan, memperkerjakan tenaga baru, asimilasi, pelatihan dan biaya administratif lainnya. Sementara efek lainnya adalah komunikasi yang makin buruk, dan gangguan dalam produktivitas.

Salah satu cara untuk mengetahui penyebab *turnover* adalah menilai sejauh mana tingkat komitmen organisasi dari karyawan. Cara yang dapat ditempuh untuk mengetahui hal tersebut adalah dengan menentukan definisi yang jelas mengenai komitmen dan faktor-faktor yang mempengaruhinya. Ada empat pendekatan yang membahas mengenai komitmen, yang pertama adalah pendekatan komitmen sikap. Pendekatan kedua adalah pendekatan komitmen perilaku. Pendekatan ketiga adalah pendekatan normatif dan yang terakhir adalah pendekatan Multidimensi.

Faktor lain yang berperan dalam terjadinya *turnover* adalah *job insecurity*. *Job insecurity* adalah kondisi dimana karyawan merasakan adanya kondisi yang serba tidak pasti yang melingkupi pekerjaannya di masa yang akan datang, reward yang didapat dan masa kerja. *Job insecurity* yang dirasakan terus menerus oleh karyawan dapat mempengaruhi kualitas kerja.

Kesimpulan akhir dari penelitian yang dilakukan adalah : Komitmen organisasi dan *job insecurity* mempengaruhi intensi *turnover* di PT Indo C.

SUMMARY

The Effect of Organization Commitment and Job Insecurity on Employee's Turnover Intention

Luvy Kurniasari

It is in the interest of an organization to retain employees and minimize turnover. However, many human resource managers have little understanding of how to avoid the intent's employee to leave their positions. In fact, because of this limited understanding, managers' efforts towards employee loyalty can sometimes create more dissonance than cohesion between employees and management. Other negative consequences of turnover include: an increase in recruiting, hiring, assimilation, training, and closing paperwork; and the disruption of communication, productivity, and satisfaction among employees who stay. One way to

address the issue of turnover is to understand the commitment employees have to their operation and to determine what affects these levels of commitment. To do this, we must have a clear definition of organizational commitment and identify variables that might influence it.

Four main approaches have emerged for conceptualising and exploring organization commitment, namely; (1) The Attitudinal Approach; (2) The Behavioural Approach. (3) The Normative Approach and (4) The Multidimensional Approach.

Another factor that might contribute to turnover intention is job insecurity. In its broadest sense, job insecurity derives from the uncertainty surrounding future job characteristics, rewards and duration. It can vary in its extent and attendant implications for work quality.

The Results of this study confirm that turnover intention at Indo C Company is influenced both by organization commitment and job insecurity

Abstract

The Effect of Organization Commitment and Job Insecurity on Employee's Turnover Intention

Luvy Kurniasari

The Purpose of this study is to gain a better understanding of the effect of organization commitment and job insecurity to turnover intention, by surveying a sample of 130 employee in IndoC Company. Logistic regression analyses were used to examine two sets of antecedents of turnover intention: Organization commitment and job insecurity. Research was conducted through a survey instrument consisting of demographic, organizational commitment, job insecurity and turnover intention questionnaire. Findings of the study indicate that employees who gain middle level of organization commitment and high perceptions of job insecurity exhibit high turnover intention. Furthermore, employees' age, educational level, marital status, tenure in present job, contribute to the variations in turnover intention among employees.

Keywords : Organization Commitment, Job Insecurity, Turnover Intention