

PENGARUH *JOB STRESS* DAN *CAREER DEVELOPMENT* TERHADAP *TURNOVER INTENTION* KARYAWAN PADA PERUSAHAAN PT BNI (PERSERO) TBK (DIVISI TEKNOLOGI)

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh job stress dan career development terhadap turnover intention karyawan pada perusahaan PT. BNI (Persero) Tbk (Divisi teknologi). penelitian ini menggunakan data primer yang berasal dari 60 responden yang merupakan karyawan pada jajaran first line management dan middle management di kelompok IT architect and governance divisi teknologi PT BNI. Job stress adalah sebuah respon karyawan terhadap lingkungan pekerjaannya yang dirasakan dapat menekan fisik dan emosional karyawan, pengembangan karir adalah sebuah usaha jangka panjang dimana perusahaan membantu karyawan untuk memanfaatkan secara penuh potensial mereka, dan turnover intention yaitu mengacu hasil evaluasi individu mengenai kelanjutan hubungannya dengan organisasi dan belum ditunjukkan secara pasti untuk meninggalkan organisasi. Data dikumpulkan melalui penyebaran kuesioner dengan menggunakan teknik sensus yaitu jumlah populasi sama dengan jumlah responden. Hasil penelitian dengan menggunakan analisis regresi linear berganda dan koefisien determinasi menunjukkan bahwa variabel job stress dan career development memiliki hubungan positif dan pengaruh terhadap variabel turnover intention. Berdasarkan T test menyebutkan secara parsial atau individual job stress (X1) memiliki pengaruh yang signifikan terhadap turnover intention (Y), sedangkan uji T test pada variabel career development (X2) menyebutkan bahwa secara parsial atau individual tidak memiliki pengaruh yang signifikan terhadap turnover intention (Y). F test menyebutkan bahwa secara simultan atau bersama-sama variabel job stress (X1) dan variabel career development (X2) memiliki pengaruh yang signifikan terhadap variabel turnover intention (Y). Penelitian ini diharapkan perusahaan dapat memperhatikan faktor-faktor yang dapat menyebabkan job stress dan memperhatikan dampak pengembangan karir yang berguna untuk mengurangi turnover intention karyawan, serta bagi penelitian selanjutnya adalah agar peneliti memperhatikan faktor internal dan eksternal lainnya serta jenis perusahaan yang dapat mendorong terjadinya turnover intention karyawan.

Kata kunci : job stress, career development, turnover intention, first line & middle management

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THE EFFECT OF JOB STRESS AND CAREER DEVELOPMENT TOWARD EMPLOYEE TURNOVER INTENTION ON PT BNI (PERSERO) COMPANY TBK (DIVISI OF TECHNOLOGY)

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ABSTRACT

The purpose of this research is to analyze the effect of job stress and career development on employees' turnover intention at PT. BNI (Persero) company TBK. This research uses primary data of 60 respondents who is employees on first line management and middle management at IT Architect and Governance team in PT. BNI division of technology. Job stress is an employee responsiveness toward work condition that can threat employee physically and emotionally, the career development is a long time effort or programs where is company could use fully potentials are employee has it and turnover intention refers to evaluation output individual about continuous relationship of organization and not showing to leave the organization definitely. The data was collected through questionnaires using sensus technique which is numbers of population equal to numbers of respondents. The result uses multiple regression analyze showed that had positive affect on job stress variable and career development variable to turnover intention variable. based on T test was mentioned that job stress haved significant effect to turnover intention individually, but T test on career development was mentioned that it didn't have significant effect to turnover intention individually. Furthermore, based on F test was mentioned that job stress and career development haved significant effect to turnover intention simoultanly. This research hopes company could concern about job stress factors and impact of career development which use to decrease employee turnover intention. For the next research, reseacher could concern about internally & externally Factors as well as the kind of organizations/companies which can encourage employee turnover intention.

Keyword : job stress, career development, turnover intention, first line & middle management

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