

ABSTRAK

Lili Puspasari. 1961201080. “Pengaruh *Employee Engagement* dan *Career Development* Terhadap *Turnover Intention* Karyawan Pada PT Skala Maxima Griya.” Dibawah bimbingan IMAL ISTIMAL

Tujuan dari penelitian ini untuk menganalisis Pengaruh *Employee Engagement* dan *Career Development* Terhadap *Turnover Intention* karyawan. Pengaruh *Employee Engagement* dan *Career Development* secara simultan terhadap *Turnover Intention* karyawan pada PT Skala Maxima Griya. Desain penelitian ini menggunakan metode penelitian kuantitatif dengan pendekatan asosiatif dan teknik pengumpulan data penelitian kepustakaan (*Library Research*) dan penelitian Lapangan (*Field Research*). Teknik analisis data yang digunakan dalam penelitian ini yaitu analisis uji instrumen data, asumsi klasik, uji regresi linier berganda, uji korelasi, uji determinasi, uji t dan uji f dengan menguji variabel *Employee Engagement*, *Career Development* dan *Turnover Intention* karyawan dengan menggunakan alat pengolahan SPSS Versi 23. Hasil penelitian ini menunjukkan hasil konstanta sebesar 1,544 artinya nilai konstanta positif menunjukkan pengaruh dependent *Employee Engagement* (X_1) dan *Career Development* (X_2). Bila variabel indenpenden naik atau berpengaruh dalam satu satuan, maka variabel dependent *Turnover Intention* akan naik atau terpenuhi. Dari hasil uji t variabel *employee engagement* terhadap *Turnover Intention* karyawan diperoleh nilai $T_{hitung} (4,995) > T_{tabel} (2,051)$, hasil uji t *Career Development* terhadap *Turnover Intention* diperoleh nilai $T_{hitung} (10,736) > T_{tabel} (2,052)$, sehingga dapat dinyatakan bahwa variabel *employee engagement* dan *Career Development* mempunyai pengaruh terhadap *Turnover Intention*. Hasil uji signifikan didapat nilai korelasi *employee engagement* 0,000 sedangkan *Career Development* 0,000 yang berarti pengaruh variabel tersebut kuat dan setelah dianalisa dengan menggunakan analisis koefisien determinasi (R^2) diperoleh nilai sebesar 0,888 atau (88%) sehingga dapat disimpulkan bahwa variabel *employee engagement* dan *Career Development* berpengaruh sebesar 88% terhadap *Turnover Intention* sedangkan sisanya 12% yang dipengaruhi oleh faktor-faktor lain diluar variabel *employee engagement* dan *Career Development*

Kata kunci : *Employee Engagement*, *Career Development*, *Turnover Intention*

ABSTRACT

Lili Puspasari. 1961201080. "The Effect of Employee Engagement and Career Development on Employee Turnover Intention at PT Skala Maxima Griya." Under the guidance of IMAL ISTIMAL

The purpose of this study was to determine the effect of Employee Engagement and Career Development on employee Turnover Intention either partially or simultaneously. This research was conducted at PT Skala Maxima Griya. The research design used is the Quantitative Associative Method. The data collection technique is saturated sampling. The results of the coefficient of determination of $KD = 0.888$ or 88% seen from the correlation table can be stated to have a strong correlation. The result of t count on employee engagement is 4.995 with ttable 2.051 and sig value. 0,000. The results stated that there is strong employee engagement on Turnover Intention. In addition, there are t count results on Career Development of 10.736 with t table 2.052 and sig value. 0,000. From these results it can be stated that there is a strong influence of Career Development on Turnover Intention. The results of the F test amounted to $106.78 > F$ table 3.35 with sig. 0,000 $< 0,05$. This means that it is greater then, H_a is accepted and H_o is rejected. A significant positive or strong influence between Employee Engagement and Career Development on Employee Turnover Intention at PT Skala Maxima Griya.

Keyword: Employee Engagement, Career Development, Turnover Intention

