

ABSTRAK

Mar'atus Sholikhah. 2016. Faktor-Faktor yang Mempengaruhi *Labour Turn Over* Karyawan PT.Citra terang Abadi di Surabaya, dibawah bimbingan Dr. Hj. Iriani Ismail, Dra.,MM dan Drs. EC. Mudji Kuswinarno, M.Si.

Keinginan seseorang untuk melakukan perpindahan kerja ke tempat lain sangatlah sering terjadi di kalangan karyawan dalam setiap perusahaan dan perusahaan wajib untuk mengetahui faktor apa saja yang menyebabkan karyawan tersebut keluar dan berniat untuk mencari pekerjaan lain (*Turn Over*) sehingga perusahaan wajib untuk melakukan rekrutmen lagi yang dapat menambah biaya pengeluaran yang tidak sedikit dan waktu yang tidak singkat. Hipotesis dari penelitian ini adalah diduga usia (X_1), jenis kelamin (X_2), budaya organisasi (X_3), gaya kepemimpinan (X_4), kompensasi (X_5), kepuasan kerja (X_6) dan karir (X_7) berpengaruh terhadap *labour turn over* perusahaan. Serta meneliti apakah variabel karir berpengaruh dominan.

Berdasarkan analisis menggunakan alat uji regresi linier berganda maka didapatkan hasil, usia berpengaruh terhadap *labour turn over* sebesar 0,340, jenis kelamin berpengaruh terhadap *labour turn over* sebesar 0,233, budaya organisasi berpengaruh terhadap *labour turn over* sebesar -0,201, gaya kepemimpinan berpengaruh terhadap *labour turn over* sebesar -0,221, kompensasi berpengaruh terhadap *labour turn over* sebesar 0,245. Kepuasan karir berpengaruh terhadap *labour turn over* sebesar 0,261. Karir berpengaruh terhadap *labour turn over* sebesar -0,180. Hasil koefisien determinasi berganda (R^2) sebesar 0,677, menunjukkan persentase pengaruh usia, jenis kelamin, budaya organisasi, gaya kepemimpinan, kompensasi, kepuasan kerja dan karir *labour turn over* kerja sebesar 67,7%. Sedangkan 32,3% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian ini. Dari hasil penelitian ini usia berpengaruh dominan sebesar 0,340 karena usia merupakan alasan fundamental bagi karyawan usia muda dalam bekerja.

Kata kunci : Usia, Jenis kelamin, budaya organisasi, gaya kepemimpinan, kompensasi, kepuasan kerja, karir, *labour turn over*.

ABSTRACT

Mar'atus Sholikhah. 2016. Factors which Influence Labour Turn Over of the Employees at PT. Citra Terang Abadi in Surabaya, under the guidance of Dr. Hj. Iriani Ismail, Dra.,MM and Drs. EC. Mudji Kuswinarno, M.Si

Someone's desirability to move to another working place often happens at employees' area in every company that makes the company have to know what are the factors which cause the employee wants to leave the company and try to find another job (Turn Over), so that the company must to do another recruitment which can increase the expenditure cost in long period of time. Hypothesis of this study is it is expected that age (X_1), Sex (X_2), organization culture (X_3), leadership styles (X_4), compensation (X_5), job satisfaction (X_6), and career (X_7) have an effect on the labour turn over of the company. It is also analyze whether career variable has a dominant effect.

Based on the analysis by using multiple linier regression tools, it can be found that age has an effect on the labour turn over of 0,340, sex has an effect on the labour turn over of 0,233, organization culture has an effect on the labour turn over of -0,201, leadership styles has an effect on the labour turn over of -0,221, compensation has an effect on the labour turn over of 0,245. Job satisfaction has an effect on the labour turn over of 0,261. Career has an effect on the labour turn over of -0,180. The result of multiple determination coefficient (R^2) is 0,634 shows that the influence's percentage of age, sex, organization culture, leadership styles, compensation, job satisfaction, and career on the labour turn over is 63,4%. Moreover, 36,6% is influenced by other variables which are not included into this analysis model. From the results of this study, age has a dominant effect of 0,340 because young age is a fundamental reason of young age employees to work.

Keywords: Age, Sex, Organization Culture, Leadership Styles, Compensation, Job Satisfaction, Career, Labour Turn Over.