

ABSTRAK

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Pengaruh Pengembangan Karir, Lingkungan Kerja dan Kepuasan Kerja Terhadap Turnover Intention Serta Tinjauannya Dari Sudut Pandang Islam (Studi Kasus Pada Karyawan PT. Hudaya Safari Tour & Travel).

137 halaman + xv halaman + 21 tabel + 2 gambar, dan 9 lampiran

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh Pengembangan Karir, Lingkungan Kerja, dan Kepuasan Kerja terhadap Turnover Intention pada Karyawan PT. Hudaya Safari Tour&Travel. Penelitian menggunakan penelitian explanatory research. Penelitian ini menggunakan teknik non Probability Sampling untuk menentukan sampel dengan metode Sampling jenuh atau sensus. Sampel yang digunakan dalam penelitian ini berjumlah 50 responden. Data dikumpulkan melalui kuesioner. Analisis data menggunakan metode analisis regresi linear berganda, uji t, dan uji F. Hasil penelitian menunjukkan bahwa: (1) pengembangan karir secara parsial berpengaruh negatif dan signifikan terhadap turnover intention. (2) lingkungan kerja secara parsial berpengaruh positif dan signifikan terhadap turnover intention. (3) kepuasan kerja secara parsial berpengaruh negatif dan signifikan terhadap turnover intention. (4) secara simultan pengembangan karir, lingkungan kerja, dan kepuasan kerja berpengaruh signifikan terhadap turnover intention. Nilai Adjusted R² menunjukkan bahwa seluruh variabel independen mempunyai pengaruh terhadap turnover intention sebesar 0,363 atau 36,3%, sedangkan sisanya dipengaruhi oleh variabel lain diluar penelitian ini. Menurut pandangan Islam seseorang harus melakukan pekerjaannya dengan bersungguh-sungguh, sabar serta ikhlas. Dalam islam pemberian hak, kesejahteraan serta pengembangan karir yang layak akan meningkatkan kepuasan pada karyawan. serta lingkungan kerja yang membuat karyawan merasa aman dan nyaman akan menurunkan turnover intention dalam diri karyawan.

Kata Kunci: Pengembangan Karir, Lingkungan Kerja, Kepuasan Kerja, *Turnover Intention*, Islam.

ABSTRACT

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Effect of career development, work environment, and job satisfaction on turnover intention and Seen from The Perspective Of Islamic (Study by The PT. Hudaya Safari Tour&Travel employee).

137 page + xv page + 21 tabel + 2 picture, and 9 attachment

Abstract Description

This study aims to determine the effect of career development, work environment, and job satisfaction on turnover intention employee of PT. Hudaya Safari Tour&Travel. This research uses explanatory research. This research uses Non Probability Sampling to determine the sample with sensus method. The samples uses in this research were 50 respondent. Data collected using a questionnaire instrument. The data analysis used multiple linear regression analysis, t-test, and F test. The results showed that: (1) career development partially had a negative and significant effect on turnover intention, (2) work environment partially had a positive and significant effect on turnover intention, (3) job satisfaction partially had a negative and significant effect on turnover intention, (4) simultaneously career development, work environment, and job satisfaction have a significant effect on turnover intention. The Adjusted R² value show that all variables independent have influence to turnover intention 0,363 or 36,3%, and the remains are influence by other variables that not been included in to research. In Islam, a persons must do the work conscientiously, patiently, and willingly. In Islam, offering rights and welfare as well as proper career development will increase employee satisfaction, and a work environment that makes employees feel safe and comfortable will decrease the turnover intention employees.

Keywords: *Career development, work environment, job satisfaction, turnover intention. Islam.*