

Peran *Person-Organization Fit* dan *Perceived Organizational Support* terhadap *Turnover Intention* pada Karyawan PT X

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Abstract. *The Great Resignation* phenomenon does not only occur in the United States, but also in Indonesia, especially in one of the textile industries in Indonesia, namely PT X. This phenomenon is related to employee turnover intentions which can have a negative impact on the company. Since 2020, there has been an increase in turnover numbers in PT X. Based on empirical studies, the factors that influence turnover intention are person-organization fit and perceived organizational support. However, references that prove the role of these two variables together on turnover intention are still limited. Therefore, researchers want to find out the relationship between person-organization fit and perceived organizational support and turnover intention among the employee of PT X. This research was conducted by using a quantitative approach by collecting data using psychological scales which was distributed to PT X employees as research participants. According to the results of the multiple regression analysis method, it was found that person-organization fit and perceived organizational support has a significant negative relationship with turnover intention ($F(2,289) = 81,4, p < 0,001, R^2 = 0,360$). The combination of the predictors predicts 36% of the variance in turnover intention. Furthermore, this research shows that perceived organizational support has a significant negative relationship with turnover intention ($t(291) = -9,27, SE = 0,1056, p < 0,001, \beta = -0,5581$). Meanwhile, the person-organization fit variable has no significant role in predicting turnover intention when there is perceived organizational support ($t(291) = -1,06, SE = 0,0969, p = 0,288, \beta = -0,0641$).

Keywords: *organizational support, person-organization fit, turnover*

Abstrak. Fenomena *The Great Resignation* tidak hanya terjadi di Amerika Serikat, tetapi juga di Indonesia, khususnya pada salah satu industri tekstil di Indonesia, yaitu PT X. Fenomena ini berkaitan dengan *turnover intention* karyawan yang dapat memberikan dampak negatif pada perusahaan. Sejak tahun 2020 hingga tahun 2022, terjadi peningkatan angka *turnover* di perusahaan. Adapun faktor yang mempengaruhi *turnover intention* karyawan adalah *person-organization fit* dan *perceived organizational support*. Namun, referensi yang membuktikan peran kedua variabel tersebut secara bersama-sama terhadap *turnover intention* masih terbatas. Oleh karena itu, peneliti ingin mengetahui hubungan antara *person-organization fit* dan *perceived organizational support* dengan *turnover intention* pada karyawan PT X. Penelitian ini menggunakan pendekatan kuantitatif dengan pengambilan data melalui skala psikologi yang disebarakan kepada karyawan PT X sebagai partisipan penelitian. Berdasarkan hasil analisis dengan metode regresi

berganda, ditemukan bahwa *person-organization fit* dan *perceived organizational support* memiliki hubungan negatif yang signifikan dengan *turnover intention* ($F(2,289) = 81,4, p < 0,001, R^2 = 0,360$). Kedua prediktor ini dapat memprediksi 36% varians dari *turnover intention*. Selain itu, penelitian ini menemukan bahwa *perceived organizational support* memiliki hubungan negatif yang signifikan dengan *turnover intention* ($t(291) = -9,27, SE = 0,1056, p < 0,001, \beta = -0,5581$). Sedangkan, variabel *person-organization fit* tidak memiliki peran yang signifikan dalam memprediksi *turnover intention* saat terdapat *perceived organizational support* ($t(291) = -1,06, SE = 0,0969, p = 0,288, \beta = -0,0641$).

Kata kunci: *organizational support, person-organization fit, turnover*