



PERAN *QUALITY OF WORK LIFE* DAN *PSYCHOLOGICAL CAPITAL* TERHADAP INTENSI *TURNOVER*

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ABSTRAK

Penelitian ini bertujuan untuk menguji *quality of work life* dan *psychological capital* terhadap intensi *turnover*. Hipotesis yang diajukan dalam penelitian ini adalah terdapat peran *quality of work life* dan *psychological capital* secara bersama-sama terhadap intensi *turnover*. Subjek penelitian ini adalah 109 karyawan tetap yang bekerja di PT. Intertek Utama Services. Pengumpulan data dilakukan dengan menyebarkan tiga buah skala psikologis yakni Skala *Quality of Work Life*, Skala *Psychological Capital*, dan Skala Intensi *Turnover*. Teknik analisis data menggunakan metode analisis regresi linear berganda. Hasil dari analisis data menunjukkan bahwa *quality of work life* dan *psychological capital* secara bersama-sama berperan terhadap intensi *turnover* ($F=15,673$; $p<0,05$) dengan sumbangan efektif sebesar 22,8%. Secara parsial, hanya *quality of work life* yang memiliki peran negatif secara signifikan terhadap intensi *turnover*, sedangkan *psychological capital* tidak memiliki peran secara signifikan terhadap intensi *turnover*.

Kata kunci: intensi *turnover*, *quality of work life*, *psychological capital*



THE ROLE OF QUALITY OF WORK LIFE AND PSYCHOLOGICAL CAPITAL ON TURNOVER INTENTION

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ABSTRACT

This research aims to examine the role of quality of work life and psychological capital on turnover intention. The hypothesis of this research is both quality of work life and psychological capital would be able to predict turnover intention. Subject in this research were 109 employees in PT. Intertek Utama Services. Data collection was done through three scales which is Quality of Work Life Scales, Psychological Capital Scales, and Turnover Intention Scales. Data analysis technique used multiple regression analysis. The result of this research showed that quality of work life and psychological capital together can predict turnover intention ($F=15,673$; $p<0,05$) with an effective contribution of 22,8%. Partially, only quality of work life have significant role on turnover intention, meanwhile psychological capital have insignificant role on turnover intention.

Keywords: *turnover intention, quality of work life, psychological capital*