

Abstract

This research has purpose to explore whether organizational commitment of employee in one star and two stars hotels has any potential impact on their turnover intentions. Indonesia is one of the countries who has high rate of voluntary turnover in the world. One of the reasons that underlying the impact is organizational commitment. This study try to examine the relationship between organizational commitment on employee turnover intentions using three dimensions of organizational commitment (commitment affective, continuance, and normative).

This research is a quantitative research. A survey was conducted to test the structural model. A total 110 employees at one and two star hotels in Yogyakarta served as the sample of this research. Data analysis was conducted using Multiple Regression.

Based on this research, it was found that affective commitment has significantly negative effect on turnover intentions, while the continuance and normative commitment has negative effect but not significant on turnover intentions.

Keywords: organizational commitment, affective commitment, continuance commitment, normative commitment, turnover intentions, one star and two stars hotels in Yogyakarta

Abstraksi

Penelitian ini bertujuan untuk menganalisis pengaruh komitmen organisasional pada *turnover intentions* karyawan pada hotel bintang satu dan dua di Yogyakarta. Tingginya tingkat *voluntary turnover* Indonesia ditenggarai terjadi karena rendahnya komitmen organisasional. Penelitian ini menguji hubungan antara komitmen organisasional pada *turnover intentions* karyawan, dengan menjadikan variabel komitmen afektif, *continuance*, dan normatif sebagai dimensi komitmen organisasional.

Penelitian ini bersifat kuantitatif dan pengumpulan data dilakukan dengan melakukan survey. 110 karyawan hotel bintang satu dan dua di Yogyakarta yang telah bekerja dijadikan sampel dalam penelitian ini. Berdasarkan penelitian ini, ditemukan bahwa komitmen afektif berpengaruh negatif secara signifikan pada *turnover intentions*, sedangkan komitmen *continuance* dan normatif berpengaruh negatif, namun tidak signifikan pada *turnover intentions*.

Kata kunci: komitmen organisasional, komitmen afektif, komitmen *continuance*, komitmen normatif, *turnover intentions*, hotel bintang satu dan dua Yogyakarta