

INTISARI

Studi mengenai analisa pengaruh dimensi kontrak psikologi pada intensi *turnover* pegawai di PT Bank Negara Indonesia (Persero) Kantor Wilayah Jakarta Kota (BNI WJK) ini mempunyai dua tujuan. Pertama mengukur seberapa besar pengaruh dimensi kontrak psikologi yaitu pengembangan karir, imbalan finansial dan keseimbangan kehidupan kerja pada intensi *turnover*. Kedua, memberikan rekomendasi mengenai perbaikan dan penyempurnaan pengelolaan SDM yang telah diterapkan di BNI WJK.

Studi ini bersifat deskriptif kuantitatif dimana jenis data yang digunakan dalam studi adalah data primer yaitu pengisian kuesioner terhadap data sampel pegawai di BNI WJK dan data sekunder yaitu data informasi yang diperoleh dari internal perusahaan.

Analisa data menggunakan uji regresi untuk mengetahui seberapa besar pengaruh dimensi pengembangan karir, imbalan finansial dan keseimbangan kehidupan kerja. Hasil dari studi menemukan bahwa imbalan finansial dan keseimbangan kehidupan kerja berpengaruh negatif dan signifikan terhadap intensi *turnover*, sedangkan pengembangan karir berpengaruh negatif namun tidak signifikan terhadap intensi *turnover*.

Kata kunci : Kontrak Psikologi, Pengembangan Karir, Imbalan Finansial, Keseimbangan Kehidupan Kerja, Intensi *Turnover*.

ABSTRACT

The study on the analysis of the influence of dimensions of psychological contract toward the employees' turnover intentions in PT Bank Negara Indonesia (Company) Regional Office Jakarta (BNI WJK) had two purposes. The first was to measure how much the influence of dimensions of psychological contract namely career development, financial rewards and work-life balance on the turnover intention. The second was to provide recommendation regarding the improvement of the human resources management that had been implemented in BNI WJK.

This study was descriptive quantitative study in which the type of data used in the study was primary data which obtained from questionnaires on sample data of the employees in BNI WJK and secondary data from internal sources (company).

Data analysis was done using regression test to determine the influence of career development, financial rewards and work-life balance dimensions. From the result of the study it was known that financial rewards and work-life balance had significant and negative effect on the employee turnover intentions, while career development have negative but insignificant effect on the employee turnover intention.

Keywords: *psychological contract, career development, financial rewards, work-life balance, and Turnover intention.*