

Pengaruh Persepsi Beban Kerja Dan Kepuasan Kompensasi Finansial Terhadap Intensi *Turnover* Pada Karyawan Bank BUMN

Leony Evanita Pujartanti
Fakultas Psikologi
Universitas Gadjah Mada

INTISARI

Penelitian ini bertujuan untuk mengetahui secara empirik apakah terdapat pengaruh beban kerja dan kepuasan kompensasi finansial terhadap intensi *turnover* pada karyawan Bank BUMN. Hipotesis yang diajukan adalah ada pengaruh persepsi beban kerja dan kepuasan kompensasi finansial terhadap intensi *turnover* karyawan BUMN. Penelitian ini menggunakan Skala Intensi *Turnover* ($\alpha=0,854$), Skala Persepsi Beban Kerja ($\alpha=0,934$), dan Skala Kepuasan Kompensasi Finansial ($\alpha=0,894$). Subjek penelitian terdiri dari 92 orang karyawan KCU BNI Yogyakarta. Analisis data yang digunakan yaitu analisis regresi linier berganda. Hasil analisis data yang didapatkan adalah (1) ada hubungan yang signifikan antara persepsi beban kerja dan kepuasan kompensasi finansial terhadap intensi *turnover* ($r_{xy}=-0,246$; $p=0,00$), (2) persepsi beban kerja berpengaruh positif terhadap intensi *turnover* (3) kepuasan kompensasi finansial berpengaruh negatif terhadap intensi *turnover*.

Kata kunci: intensi *turnover*, persepsi beban kerja, kepuasan kompensasi finansial

The Relationship between Perception of Workload and Financial Compensation Satisfaction on Turnover Intention at BUMN Bank Employee

Leony Evanita Pujartanti
Faculty of Psychology
Gadjah Mada University

ABSTRACT

The purpose of this study was to examine the correlation between perception of workload and financial compensation satisfaction on turnover intention, the hypothesis stated that there is a correlation between perception of workload and financial compensation satisfaction on turnover intention. This study used three scale, including turnover intention scale ($\alpha=0,854$), perception workload scale ($\alpha=0,934$), and financial compensation satisfaction scale ($\alpha=0,894$). This study involved 92 employee of BNI main branch in Yogyakarta as the subjects. Data were analyzed using correlation analysis with linear regression. The result showed that (1) there is a significant relationship perception of workload and financial compensation satisfaction on turnover intention ($r_{xy}=-0,246$; $p=0,00$), (2) there is a positive relationship between perception of workload and turnover intention. (3) there is a negative relationship between financial compensation satisfaction and turnover intention.

Keywords: financial compensation satisfaction, workload, turnover intention