

PERAN LEADER-MEMBER EXCHANGE (LMX) DAN OCCUPATIONAL STRESS

UNTUK MEMPREDIKSI INTENSI *TURNOVER*

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INTISARI

Penelitian ini bertujuan untuk mengetahui berapa besar peran *leader-member exchange* (LMX) dan *occupational stress* untuk memprediksi intensi *turnover* pada karyawan PT. Komatsu Indonesia. Hipotesis penelitian ini yaitu *leader-member exchange* (LMX) dan *occupational stress* (stres kerja) secara bersama-sama berperan memprediksi intensi *turnover*. Subjek penelitian ini adalah karyawan PT. Komatsu Indonesia sebanyak 66 orang dengan masa kerja minimal tiga tahun. Penelitian ini menggunakan tiga alat ukur berupa skala intensi *turnover*, skala LMX-MDM (*Leader-member exchange-Multidimensional Dimension Measure*), dan skala *Stress Diagnostic Survey* (SDS). Teknik analisis data penelitian ini menggunakan analisis regresi linier berganda.

Hasil penelitian menunjukkan bahwa variabel independen *occupational stress* signifikan terhadap variabel dependen intensi *turnover*. Hasil penelitian tersebut berarti hipotesis penelitian ini ditolak karena *leader-member exchange* (LMX) dan *occupational stress* tidak dapat bersama-sama memprediksi intensi *turnover*. Nilai signifikansi pada variabel independen *occupational stress* terhadap variabel dependen intensi *turnover* sebesar 0,044 ($p < 0,05$) dengan sumbangan efektif sebesar 7,2%.

Kata Kunci : hubungan pemimpin dan anggota, stres kerja, dan intensi *turnover*



THE ROLE OF LEADER-MEMBER EXCHANGE (LMX) AND OCCUPATIONAL

STRESS TO PREDICT TURNOVER INTENTION

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ABSTRACT

The aim of this study was to examine the effect of leader-member exchange (LMX) and occupational stress to turnover intention on PT. Komatsu Indonesia's employees. It was hypothesized that leader-member exchange (LMX) and occupational stress predict turnover intention together. The subjects of this study was 66 employees of PT. Komatsu Indonesia that have been working for at least 3 years. The data were obtained using turnover intention scale, LMX-MDM (Leader-Member Exchange-Multidimensional Dimension Measure) scale, and SDS (Stress Diagnostic Survey) scale. The data were analysed using multiple linear regression.

Results showed that occupational stress significantly predicts turnover intention. The hypothesis was rejected because leader-member exchange (LMX) and occupational stress didn't predict turnover intention together. The significancy value of occupational stress's effect to turnover intention is 0,044 ($p < 0,05$) and it explained 7,2% of turnover intention.

Keywords : leader-member exchange, occupational stress, turnover intention