

ABSTRACT

Herfriska Silviana Kusuma. "The Influence of Organizational Climate and Self Efficacy to Intension of Turnover in Store Supervisor PT. X"

(x page + 75 pages + 48 pages of appendixes + 9 tabels)

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Intension of turnover is tendency or needs from employee to quit from his/her occupation and organizational. Organizational Climate is individual's perception about what they can get from organization and being the definite of employee behaviour. Climate is by how employee will be extend and appreciate from the organization. Self efficacy is a believe of people to reach success at their occupation, with the ability to form behaviour up to get result they have wish. According from the research is found about high intension of turnover on PT. X.

Related with these problems, in the research aimed to examine the influence of organizational climate and self efficacy to intension of turnover in Store Supervisor PT. X. The subject was 141 Store Supervisor from PT. X Jakarta. Non-experiment quantitatif method was applied.

Based on, the analysis that had been done. The writer found out that there was negative influence which had significant categorized between the organizational climate and self efficacy to intension of turnover. The influence of organizational climate to intention of turnover was 25,24%. The influence of self efficacy to intention of turnover was 9,96%. The result of the research also showed that there are interaction between the organizational climate and self efficacy to intension of turnover.

Keyword: Intention of Turnover, Organizational Climate, and Self Efficacy