

ABSTRACT

ITA ENDAH TJAHJANI: "THE CORRELATION BETWEEN EMPLOYABILITY AND PERCEPTION OF ORGANIZATION SUPPORT TO INTENTION TO LEAVE."

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The intention to leave is most suitable indicator behavior for predicting person resignation from company. The employee's resignations can be problem because tends to increase every year. Resignation of employee happens because there's a chance possibilities get a new job, besides the ability of employee herself. Employability is individual employee's perception, in form of personal confidence in chance of achieving new job, including maintains the job, and getting a new job if necessary. Perceived organization support (POS) is perception formed by employee based on favor behavior from organization to the employee. The purpose of this research is to examine the influence employability to intention to leave positif affect, the influence organization support to intention to leave with negatif affect, Together employability and organization support influence to intention to leave negatif affect, in purpose of reducing intention to leave. This research conduct at PT. X, a private national banking company by taking 105 employee from 40.000 employee populations as the sample. Based on the result of statistical description analytic, simple regression, and multi regression analysis by using SPSS program, had founded that there isn't any influence between employability to intention to leave, but there is any influence between POS to intention to leave negative affect, and there is influence both of employability and POS to intention to leave with negatif affect.

Keywords: intention to leave, perceived organizational support, employability

Bibliography: 63 (1975-2010)