

Peran Kepuasan Kerja Dan *Organizational Socialization* Terhadap *Turn Over Intention* Pada Karyawan PT. X

Sandria, S.Psi

Dr. P. Tommy Y. S. Suyasa, Psi.

Kiky D. Hapsari S., M.Psi., Psi.

Tarumanagara University

Abstract

The aim of this study was to determine which job satisfaction (intrinsic, extrinsic, & general satisfaction) and organizational socialization (training, understanding, coworkers support, future prospects) affect turn over intention at PT. X. Turn over intention is intent and planning to leaving organization (Kelloway, Gottlieb, & Barham, 1999). Job satisfaction is individual's work personality with work environments (Weiss, Dawis, England, & Lofquist, 1967). Organizational socialization is the process by which a person secures relevant job skills, acquires a functional level of organizational understanding, attains supportive social interactions with coworkers, and generally accepts the established ways of a particular organization (Taormina, 1997). Employee turn over rates from 2012 until 2016 are above 20% at PT. X. Background strategies to decrease turn over are reducing costs, applying socialization, and improving job satisfaction. Turn over intention at PT. X was assessed with adaptation of the turn over intention scale. Job satisfaction was assessed using adaptation of short form minnesota satisfaction questionnaire. Organizational socialization was assessed using adaptation of the organizational socialization inventory. The collected data were analyzed by using SPSS and SmartPLS software. Multiple regression analyses were performed of 106 employee within their first 2 years of employment participated in this study. The results showed job satisfaction and turn over intention ($\beta = -0,573$, $P < 0.05$); organizational socialization and turn over intention ($\beta = -0,169$, $P > 0.05$). Conclusions there was a significant difference in turn over intention between tenure. Limitations and future study are also discussed in this study.

Keywords : *turn over intention*, *kepuasan kerja*, *organizational socialization*.