

ABSTRACT

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Roles of Job Characteristics to Intention to Stay to Engineer in Company X; Dr. Rostiana M.Si., Psi. & Kiky D. H. Saraswati, M. Psi. Undergraduate Program in Psychology, Universitas Tarumanagara, (i-xiii; 66 pages, R1-R6, Appdx. 1-44).

The aim for this research is to know the role of job characteristics to intention to stay to engineer in Coal Mining company X. This study used quantitative method with collecting data from questionnaire and involved 110 engineer in company X. There are two questionnaires used in data collection, those are intention to stay instrument with $\alpha=0,884$ and job characteristics instrument with $\alpha=0,951$ then processed with SPSS version 22. Data was processed by using correlation test. The result shows that there is positive and significant relationship between job characteristics and intention to stay with $r(110) = .221$ and $p = .000 < .05$. From the fifth dimension of job characteristics, four from five have positive and significant relationship with intension to stay. The dimensions are autonomy, task significancy, task identity and skill variety. Dimension feedback has no relationship with intension to stay with $r(110) = .140$ and $p = .144 > 0,05$. Two dimensions that have the highest correlation with intention to stay are task identity and skill variety with $r(110) = 0,229$ dan $p = .016 < .05$.

Keywords: intention to stay, job characteristics, engineer