

**IMPACT OF
PERCEIVED ORGANIZATIONAL SUPPORT
AND PSYCHOLOGICAL WELL-BEING
TO TURNOVER INTENTION**

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Abstract

This research is know the impact of Perceived Organizational Support and Psychological Well-Being to Turnover Intention and to propose some interventions to solve Turnover Intention. Turnover Intention is a cognitive process, including thinking, planning, and having intention to quit from work. Perceived Organizational Support is a perception that an employee creates of how much the company supports, appreciates their contribution, and is aware of employee's well-being. Psychological Well-Being is a condition when someone is well-functioned and aware of his potential. This research uses purposive sampling technique, involving employees who work in Production Department. Datas are processed with the support of PASW Statistic 18. The result of regression test states that Perceived Organizational Support and Psychological Well-Being contributes 26,2% impact to Turnover Intention ($R= 0,512$, $R^2 = 0,262$, $F= 9,225$, $p= 0,000$). The result of regression test states that Perceived Organizational Support contributes 25.3% impact to Turnover Intention ($R= 0,503$, $R^2 = 0,253$, $F= 17,984$, $p= 0,000$). Another test results that there is a negative relations between Perceived Organizational Support and Turnover Intention ($Beta= -0,546$, $p= 0,000$, in which $p < 0,001$). The result of corelation test states that there is a positive relation but not significant between Psychological Well-Being and Turnover Intention ($Beta= 0,102$, $p= 0,442$, in which $p > 0,001$).

Kata Kunci : Turnover Intention, Perceived Organizational Support, Psychological Well-being