

The Impact of Quality of Work Life and Perception of Job Opportunities towards Employee Turnover Intention at PT. FG

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Abstract

The purpose of this research is to analyze the impact of quality of work life and the perception of job opportunities towards employee turnover intention at PT. FG and to analyze each variable to know which variable contributes more impact towards employee turnover intention.

Mobley (1986) defines that turnover intention is the termination of the process of an individual obtaining material income from the organization. Walton (1975) defines the quality of work life as the perception of the workers of the atmosphere and the experience of workers in their workplace. While the perception of job opportunities is a process that formed the response that occurs in the individual against the state of the labor market. High and low compliance the situation between job seekers and job that offered will determine the amount of attention employees to leave the organization.

This research involved 300 respondents. Online survey method was used to collect the data. Data was analyzed using multiple linear regression.

The results of the study showed the value of F of 70,780 with the significance (p) of 0,000 ($p < 0.05$) and R Square = 0,323 which means there is a significant impact of the quality of life of work life and the perception of job opportunities towards employees turnover intention at PT. FG with contribution of 32,3%. The intervention are arranging training and job description for all position based on company needs.

Keywords: quality of work life, perception of job opportunities, turnover intention