

**ANALISIS PENGARUH *PAY SATISFACTION* DAN *BURNOUT*
TERHADAP *TURNOVER INTENTION* KARYAWAN PT.X**

SKRIPSI

**Diajukan Untuk Memenuhi Salah Satu Syarat Mendapatkan Gelar Sarjana
Psikologi**

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Analysis Effect of Pay Satisfaction and Burnout on Employee Turnover Intention at PT. X

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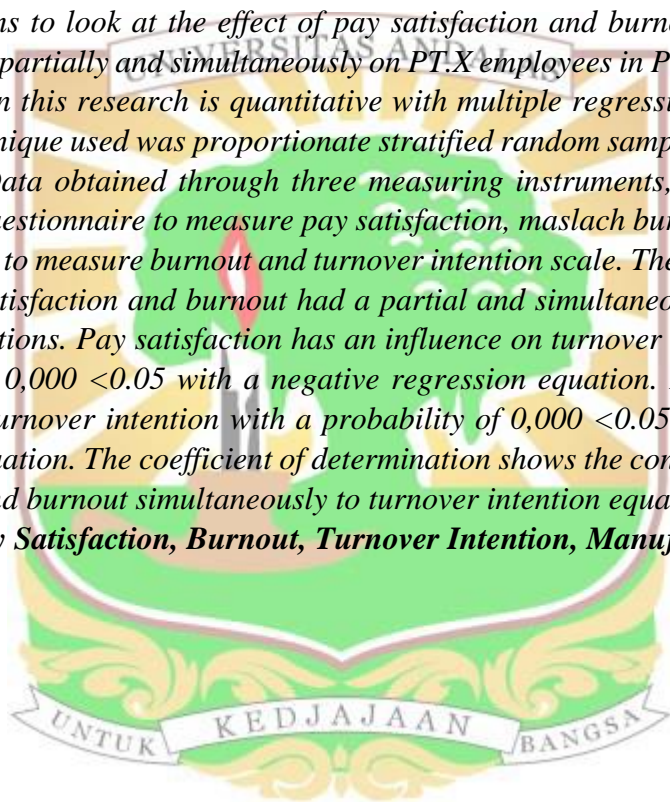
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ABSTRACT

This study aims to look at the effect of pay satisfaction and burnout on turnover intention both partially and simultaneously on PT.X employees in Padang City. The method used in this research is quantitative with multiple regression models. The sampling technique used was proportionate stratified random sampling, which was 172 people. Data obtained through three measuring instruments, which are pay satisfaction questionnaire to measure pay satisfaction, maslach burnout inventory-general survei to measure burnout and turnover intention scale. The results showed that paying satisfaction and burnout had a partial and simultaneous influence on turnover intentions. Pay satisfaction has an influence on turnover intention with a probability of $0,000 < 0.05$ with a negative regression equation. Burnout has an influence on turnover intention with a probability of $0,000 < 0.05$ with a positive regression equation. The coefficient of determination shows the contribution of pay satisfaction and burnout simultaneously to turnover intention equal to 58.1%.

Keyword : Pay Satisfaction, Burnout, Turnover Intention, Manufacturing



Analisis Pengaruh Pay Satisfaction dan Burnout terhadap Turnover Intention Karyawan PT. X

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ABSTRAK

Penelitian ini bertujuan untuk melihat pengaruh *pay satisfaction* dan *burnout* terhadap *turnover intention* baik secara parsial maupun simultan pada karyawan PT.X di Kota Padang. Metode yang digunakan dalam penelitian ini adalah kuantitatif dengan model regresi berganda. Teknik pengambilan sampel yang digunakan adalah *proportioned stratified random sampling*, yaitu sebanyak 172 orang. Data diperoleh melalui tiga buah alat ukur, yaitu *pay satisfaction questionnaire* untuk mengukur *pay satisfaction*, *maslach burnout inventory-general survey* untuk mengukur *burnout* dan skala *turnover intention*. Hasil penelitian menunjukkan bahwa *pay satisfaction* dan *burnout* memiliki pengaruh secara parsial dan simultan terhadap *turnover intention*. *Pay satisfaction* memiliki pengaruh terhadap *turnover intention* dengan probabilitas $0,000 < 0,05$ dengan persamaan regresi negatif. *Burnout* memiliki pengaruh terhadap *turnover intention* dengan probabilitas $0,000 < 0,05$ dengan persamaan regresi positif. Koefisien determinasi menunjukkan kontribusi *pay satisfaction* dan *burnout* secara simultan terhadap *turnover intention* sebanyak 58,1%.

Kata Kunci : *Pay Satisfaction, Burnout, Turnover Intention, Manufacturing*

