

**“PENGARUH CAREER DEVELOPMENT DAN
ORGANIZATIONAL COMMITMENT TERHADAP TURNOVER
INTENTION PADA PT ANDALAN MUTU ENERGI”**

ABSTRAK

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Pada penelitian ini bertujuan untuk mengetahui gambaran mengenai *career development*, *organizational commitment*, dan *turnover intention* serta mencari besaran pengaruh *career development* dan *organizational commitment* terhadap *turnover intention* pada karyawan PT Andalan Mutu Energi baik secara parsial maupun simultan. Metode yang digunakan dalam penelitian ini adalah deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang digunakan pada penelitian ini adalah seluruh karyawan PT Andalan Mutu Energi berjumlah 46 orang responden dengan menggunakan teknik *non probability sampling* yaitu teknik pengambilan *sampling* jenuh. Berdasarkan hasil yang diperoleh bahwa gambaran responden mengenai *career development* dan *turnover intention* termasuk dalam kategori tinggi, *organizational commitment* termasuk dalam kategori cukup. Berdasarkan hasil pengujian determinasi diperoleh bahwa *career development* berpengaruh sebesar 5,3% terhadap *turnover intention*, *organizational commitment* berpengaruh sebesar 33,1% terhadap *turnover intention*, *career development* dan *organizational commitment* berpengaruh sebesar 40,3% terhadap *turnover intention*. Berdasarkan hasil pengujian hipotesis secara parsial menunjukkan *career development* berpengaruh positif terhadap *turnover intention*, *organizational commitment* berpengaruh negatif terhadap *turnover intention*. Berdasarkan hasil pengujian hipotesis secara simultan *career development* dan *organizational commitment* berpengaruh terhadap *turnover intention*.

Kata Kunci : Career Development, Organizational Commitment, Turnover Intention, PT Andalan Mutu Energi.

**“THE EFFECT OF CAREER DEVELOPMENT AND
ORGANIZATIONAL COMMITMENT ON TURNOVER
INTENTION IN PT ANDALAN MUTU ENERGI”**

ABSTRACT

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This study aims to determine the description of career development, organizational commitment, and turnover intention and to find the magnitude of the influence of career development and organizational commitment on turnover intention of PT Andalan Mutu Energi employees both partially and simultaneously. The method used in this study is descriptive and verification with a quantitative approach. The population used in this study were all employees of PT Andalan Mutu Energi totaling 46 respondents using a non-probability sampling technique, namely a saturated sampling technique. Based on the results obtained, the description of respondents regarding career development and turnover intention is included in the high category, organizational commitment is included in the sufficient category. Based on the results of the determination test, it was obtained that career development had an effect of 5.3% on turnover intention, organizational commitment had an effect of 33.1% on turnover intention, career development and organizational commitment had an effect of 40.3% on turnover intention. Based on the results of partial hypothesis testing, it shows that career development has a positive effect on turnover intention, organizational commitment has a negative effect on turnover intention. Based on the results of simultaneous hypothesis testing, career development and organizational commitment have an effect on turnover intention.

Keywords : Career Development, Organizational Commitment, Turnover Intention, PT Andalan Mutu Energi.