

## HUBUNGAN ANTARA KETERIKATAN KERJA DAN INTENSI *TURNOVER* PADA KARYAWAN *EMERGING ADULTHOOD*

### ABSTRAK

William, Cornelia. 2024. Hubungan antara Keterikatan Kerja dan Intensi *Turnover* pada Karyawan *Emerging Adulthood*. Skripsi. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui hubungan antara keterikatan kerja dan intensi *turnover* pada karyawan di usia *emerging adulthood*. Responden penelitian sebanyak 272 karyawan yang berada di usia *emerging adulthood*. Hipotesis yang diajukan yaitu ada hubungan negatif antara keterikatan kerja dan intensi *turnover* pada karyawan *emerging adulthood*. Penelitian ini merupakan penelitian kuantitatif dengan desain korelasional. Pengambilan sampel menggunakan *non-probability sampling*. Alat pengumpulan data yang digunakan yaitu *Utrecht Work Engagement Scale-9* (UWES-9) milik Schaufeli (2006) yang telah diadaptasi oleh Kristiana *et al.*, (2018) ke dalam Bahasa Indonesia dan *Turnover Intention Scale Six Items* (TIS-6) milik Roodt (2004, seperti dikutip dalam Bothma & Roodt, 2013), yang diadaptasi oleh peneliti ke dalam Bahasa Indonesia. Uji coba skala menghasilkan koefisien reliabilitas pada UWES-9 sebesar 0.905 dan skala TIS-6 sebesar 0.809. Data penelitian dianalisis dengan menggunakan teknik korelasi *Spearman's Rho Correlation* karena data penelitian ini tidak berdistribusi normal. Hasil uji korelasi menunjukkan terdapat hubungan negatif antara keterikatan kerja dengan intensi *turnover* pada karyawan *emerging adulthood*, dengan taraf signifikansi ( $\rho$ ) 0.000 ( $\rho < 0.05$ ) dan koefisien korelasi yaitu sebesar -0,819. Artinya, semakin tinggi keterikatan kerja maka semakin rendah intensi *turnover* pada karyawan *emerging adulthood*.

**Kata kunci:** keterikatan kerja, intensi *turnover*, karyawan *emerging adulthood*

**THE RELATIONSHIP BETWEEN WORK ENGAGEMENT  
AND TURNOVER INTENTION  
AMONG EMERGING ADULTHOOD EMPLOYEES**

**ABSTRACT**

William, Cornelia. 2024. The Relationship Between Work Engagement and Turnover Intention Among Emerging Adulthood Employees. Skripsi. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

*The purpose of this study was to determine the relationship between work engagement and turnover intention among emerging adulthood employees. The respondents in this study were 272 emerging adulthood employees. The hypothesis proposed that there was a negative relationship between work engagement and turnover intention among emerging adulthood employees. This research was a quantitative study with non-probability sampling method. The data were collected using Utrecht Work Engagement Scale-9 (UWES-9) owned by Schaufeli (2006), which were adapted to Indonesian by Kristiana et al., (2018) and Turnover Intention Scale Six Items owned by Roodt (2004, as cited in Bothma & Roodt, 2013), which were adapted to Indonesian by researcher. Scales tryout results showed reliability of coefficients on UWES-9 was 0.905 and TIS-6 was 0.809. The data analysis was performed using Spearman's Rho Correlation technique because the data weren't normally distributed. The results showed that there was a negative relationship between work engagement and turnover intention among emerging adulthood employees, with a significance level ( $p$ ) of 0.000 ( $p < 0.05$ ) and correlation coefficient of -0.819. It means, the higher the work engagement, the lower the turnover intention among emerging adulthood employees.*

**Keywords:** *work engagement, turnover intention, emerging adulthood employees*