

THE FACTORS SHAPING THE TURNOVER INTENTION OF SEKAWAN MOTOR'S EMPLOYEES

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ABSTRACT

Sekawan motor is a family business roomates engages in the automotive field, or more specifically, the sale and purchase of used cars in surabaya. This study is based on the problem that occurred in the adjacency of motor items, namely the annual increase is in both the number of employees and the employee turnover intention. The employees resigned for various s good. Therefore, this study wishes to examine the factors that shape the turnover intention of fraternal motorcycle's employees.

The purpose of this study is to determine whether job satisfaction, organizational commitment, job stress, promotion, salary, and organizational fairness affect the employees' decision to quit the company. The primary source of data for this study is the questionnaire, while the secondary is the internal data source for the data of the company. The independent variables in this research are job satisfaction, organizational commitment, job stress, promotion, salary, and organizational fairness. Meanwhile, the dependent variable is the employee turnover intention in sekawan motors. A total of 60 respondents are selected as study population and saturated samples using sampling or census. This research is a quantitative research with confirmatory factor analysis and smartpls 2.0 m3 software program. Research results indicate that job satisfaction, organizational commitment, job stress, promotion, salary, and organizational fairness affect the turnover intention of fraternal motorcycle's employees.

Keywords: factors, turnover intention, confirmatory factor analysis, quantitative

INTRODUCTION

Sekawan Motor is a family business which engages in the automotive field, specifically on sale and purchase of used cars in Surabaya. The Company was founded in April 2012 with the first