

ABSTRAK

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“PENGARUH *REWARDS, AUTONOMY SUPPORT, COMPETENCE DEVELOPMENT* DAN *RECOGNITION* TERHADAP *AUTONOMOUS MOTIVATION* DAN *TURNOVER INTENTION*”

(xii + 99 halaman; 5 gambar; 21 tabel; lampiran)

Sumber daya manusia (SDM) merupakan sumber daya yang menjadi penggerak utama organisasi. Keberadaan SDM sebagai salah satu sumber daya organisasi memberikan pengaruh yang sangat penting dalam penentuan strategi organisasi. Saat ini banyak terdapat masalah di perusahaan yang mendapati rasa keinginan karyawannya untuk keluar dari perusahaan (*turnover intention*) seperti pada sektor perekonomian dan perbankan. Penelitian dilakukan di PT Bank XYZ menggunakan metode kuantitatif dan *non-probability purposive sampling* pada 140 responden yang bekerja di PT Bank XYZ. Pengolahan dengan *Partial Least Square – Structural Equation Modelling (PLS-SEM)* software SmartPLS. Hasil menunjukkan bahwa *rewards, autonomy support, competence development* dan *recognition* berpengaruh positif terhadap *autonomous motivation*. *Autonomous motivation* memediasi hubungan seluruhnya terhadap *turnover intention*. *Autonomous motivation* berpengaruh negatif terhadap *turnover intention*.

Kata kunci : rewards, autonomy support, competence development, recognition, autonomous motivation, turnover intention.

Referensi : 62 (2011- 2022)

ABSTRACT

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(xii + 99 pages: 5 pictures; 21 tables; attachments)

Human resources (HR) is a main resource of the organization. The existence of human resources as one of the organizational resources provides a very important influence in financing the organization's strategy. Currently there are many problems in companies that feel the desire of their employees to move or leave the company (turnover intention) such as in the economic and banking sectors. This research was conducted at PT Bank XYZ. The research used quantitative methods and non-probability purposive sampling on 140 respondents who worked at PT Bank XYZ. Data processing was carried out using the Partial Least Square – Structural Equation Modeling (PLS-SEM) method with SmartPLS software. The results of the study show that rewards, autonomy support, competency development and recognition have a positive effect on autonomous motivation in which motivation mediates all those to turnover intention and autonomous motivation has a negative effect on turnover intention.

Key word : rewards, autonomy support, competence development, recognition, autonomous motivation, turnover intention

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