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ABSTRAK

HUBUNGAN LEADER MEMBER EXCHANGE DAN PROTEAN CAREER TERHADAP INTENTION TRUNOVER DI PO HARYANTO

Penelitian ini bertujuan untuk mengetahui hubungan leader member exchange dan protean career terhadap intention turnover di PO Haryanto tahun 2019. Populasi dalam penelitian ini adalah seluruh karyawan bagian Driver dan Crew di Po Haryanto. Jenis penelitian yang digunakan adalah analisis *explanatory research* atau penelitian yang bersifat menjelaskan. Data di analisis dengan menggunakan Analisis Deskriptif, Analisis Kuantitatif, Uji Validitas dan Reliabilitas, Uji Asumsi Klasik, Path Analysis, Pengujian Hipotesis, dan Uji Sobel Test. Pada variabel Leader member exchange diperoleh nilai signifikan sebesar $0.000 < 0.05$. Ini berarti variabel Leader member exchange secara statistik berpengaruh positif signifikan terhadap Intention Trunover. Pada variabel Protean career diperoleh nilai signifikan sebesar $0.000 < 0.05$. Ini berarti variabel Protean career secara statistik berpengaruh positif signifikan terhadap Intention Trunover. Sehingga dapat disimpulkan terdapat pengaruh protean career terhadap Intention Trunover.

Kata Kunci: Protean Career dan Intention Trunover.

ABSTRACT

RELATIONSHIP OF LEADER MEMBER EXCHANGE AND PROTEAN CAREER ON INTENTION TRUNOVER AT PO HARYANTO

This study aims to determine the relationship of leader member exchange and protean career towards turnover intention at PO Haryanto in 2019. The population in this study were all employees of the Driver and Crew section at Po Haryanto. The type of research used is analysis of explanatory research or explanatory research. Data is analyzed using Descriptive Analysis, Quantitative Analysis, Validity and Reliability Test, Classical Assumption Test, Path Analysis, Hypothesis Testing, and Sobel Test. In the Leader member exchange variable, a significant value of $0.000 < 0.05$ is obtained. This means that the Leader member exchange variable has a statistically significant positive effect on Trunover Intention. In the Protean career variable, a significant value of $0.000 < 0.05$ is obtained. This means that the protean career variable has a statistically significant positive effect on Intunition Trunover. So that it can be concluded that there is a protean career influence on Trunover Intention.

Keywords: Protean Career and Trunover Intention.