

**HUBUNGAN ANTARA *ADVERSITY QUOTIENT* DAN  
INTENSI *TURNOVER* PADA KARYAWAN**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui hubungan antara *Adversity Quotient* dan intensi *turnover* pada karyawan. Hipotesis penelitian ini adalah bahwa terdapat hubungan negatif antara *Adversity Quotient* dan intensi *turnover* pada karyawan. Hipotesis ini berarti bahwa semakin tinggi *Adversity Quotient* maka intensi *turnover* akan menjadi semakin rendah dan begitu juga sebaliknya. Subyek penelitian ini adalah karyawan yang berusia 21 – 30 tahun dengan masa kerja maksimal 3 tahun. Penelitian ini menggunakan subyek sebanyak 72 karyawan CSR (*Customer Service Representative*) PT. VADS Indonesia cabang Yogyakarta. Alat pengumpul data yang digunakan terdiri dari dua alat ukur, yaitu skala *Adversity Quotient* dan skala Intensi *Turnover*. Skala *Adversity Quotient* memiliki koefisien reliabilitas alpha sebesar 0,909 dan pada skala Intensi *Turnover* sebesar 0,956. Dari hasil analisis data penelitian diperoleh koefisien korelasi sebesar 0,283 dengan signifikansi 0,008. Hasil ini berarti ada hubungan yang positif dan signifikan antara *Adversity Quotient* dan Intensi *turnover*. Hal ini juga menandakan bahwa hipotesis awal penelitian ditolak.

Kata Kunci : *adversity quotient, intensi turnover*

**THE CORRELATION BETWEEN ADVERSITY QUOTIENT AND  
TURNOVER INTENTION ON EMPLOYEES**

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**ABSTRACT**

*This research aimed to find out the correlation between Adversity Quotient and turnover intention on employees. Hypothesis of this research was that there was a negative correlation between Adversity Quotient and turnover intention on employees. This hypothesis means that the higher Adversity Quotient then turnover intention will be lower, and vice versa. The subjects of this research were employee who 21 – 30 years old with maximal 3 years period of employment. This research used subject as many as 72 employees of CSR (Customer Service Representative) PT.VADS Indonesia in Jogjakarta's branch. The measuring devices used were two measuring devices, those were Adversity Quotient scale and turnover intention scale. Adversity Quotient scale had 0,909 alpha reliability coefficients and on turnover intention scale was 0,956. The results of the data analysis indicated that the correlation coefficients 0,283 with 0,008 significances. It indicated that there was positive and significant correlation between Adversity Quotient and turnover intention on employees. It also indicated that the hypothesis of this research was declined.*

Keywords : adversity quotient, turnover intention