

HUBUNGAN *LEADER MEMBER EXCHANGE* DAN INTENSI *TURNOVER* PADA PROFESI CHEF DI BALI

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *leader member exchange* dan intensi *turnover* pada profesi *chef* di Bali. Penelitian ini memiliki hipotesis. Terdapat hubungan negatif yang kuat dan signifikan antara *leader member exchange* dan intensi *turnover* pada profesi *chef* di Bali. Subjek dalam penelitian ini adalah *chef* yang memiliki atasan dan telah bekerja minimal 1 tahun yang berjumlah 172 subjek. Data penelitian diperoleh dengan skala *leader member exchange*. Skala *leader member exchange* memiliki reliabilitas sebesar $\alpha = 0,984$, dan skala intensi *turnover* memiliki reliabilitas sebesar $\alpha = 0,984$. Rentang korelasi item total *leader member exchange* (r_{ix}) = 0,870 sampai dengan 0,925 dan rentang korelasi item total intensi *turnover* (r_{ix}) = 0,768 sampai dengan 0,920. Analisis data dilakukan dengan menggunakan korelasi *Spearman's Rho*. Hasil penelitian menunjukkan bahwa nilai koefisien korelasi sebesar -0,803 dan $p = 0,000$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa ada hubungan negatif yang kuat dan signifikan antara *leader member exchange* dan intensi *turnover* pada profesi *chef* di Bali. Semakin rendah kualitas hubungan *leader member exchange* yang dimiliki para *chef* maka semakin tinggi intensi *turnover* pada para *chef*. Sedangkan jika semakin tinggi kualitas hubungan *leader member exchange* yang dimiliki oleh para *chef*, maka semakin rendah intensi *turnover* yang dimiliki oleh para *chef*.

Kata kunci : LMX, Intensi *Turnover*, Profesi *Chef* di Bali.

THE RELATIONSHIP LEADER MEMBER EXCHANGE AND TURNOVER INTENTION IN THE PROFESSION OF CHEF IN BALI

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ABSTRACT

This study aims to determine the relationship between leader member exchange and turnover intentions in the chef profession in Bali. this study has a hypothesis. There is a strong and significant negative relationship between leader member exchange and turnover intentions in the chef profession in Bali. the subject in this study was a chef who had a boss and had worked for at least 1 year total of 172 subjects. The research data is obtained by the leader member exchange scale that has been adapted to Indonesian and the turnover intention scale compiled by researchers with the Likert scale technique. The leader member exchange scale has reliability of $\alpha = 0,984$, and also the turnover intention scale has a reliability of $\alpha = 0,984$. The total item correlation range of leader member exchange (r_{ix}) = 0,870 up to 0,925 and total item correlation range turnover intention (r_{ix}) = 0,768 to 0,920. Data analysis was performed using the Spearman's Rho correlation. The results showed that the correlation coefficient value was $-0,803$ and $p = 0,000$ ($p < 0,05$). These results indicate that there is a strong and significant negative relationship between leader member exchange and turnover intentions in the chef profession in Bali. The lower the quality of leader member exchange relationships that are owned by the chef, the higher the turnover intention of the chef itself. While if the leader member exchange relationship that the chef has is higher, so the turnover intention that is needed by the chef is lower.

Keywords: LMX, Turnover Intention, Chef Professional in Bali.