

HUBUNGAN ANTARA LEADER-MEMBER EXCHANGE (LMX) DAN TURNOVER INTENTION PADA BLUE-COLLAR WORKERS DENGAN MENGONTROL VARIABEL TENURE, GENDER, DAN JOB SATISFACTION

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *Leader-Member Exchange* (LMX) dan *Turnover Intention* pada *blue-collar workers* dengan mengontrol variabel *Tenure*, *Gender*, dan *Job Satisfaction*. Hipotesis dalam penelitian ini adalah terdapat hubungan yang signifikan antara *Leader-Member Exchange* dan *Turnover Intention* pada *blue-collar workers* dengan mengontrol variabel *Tenure*, *Gender*, dan *Job Satisfaction*. Teknik pengambilan sampel menggunakan teknik *purposive sampling*. Penelitian ini melibatkan 140 subjek yang merupakan *blue-collar workers* dan sudah bekerja minimal selama 1 tahun. Penelitian ini menggunakan tiga skala, yaitu skala *7-items LMX Scale*, skala *Turnover*, dan skala *General Job Satisfaction*. Reliabilitas skala *7-items LMX Scale* setelah diadaptasi adalah 0,772, reliabilitas skala *Turnover* setelah diadaptasi adalah 0,849, dan reliabilitas skala *General Job Satisfaction* setelah diadaptasi adalah 0,639. Metode analisis yang digunakan adalah metode korelasi parsial. Hasil analisis menunjukkan bahwa terdapat hubungan yang negatif yang sangat lemah ($r = -0,169$) dan signifikan ($p = 0,048$) antara LMX dengan *Turnover Intention* pada *blue-collar workers* dengan mengontrol variabel *Tenure*, *Gender*, dan *Job Satisfaction*. Analisis tambahan dilakukan menggunakan *hierarchical regression analysis* dan diperoleh hasil bahwa grafik hubungan LMX dengan *Turnover Intention* dapat direpresentasikan dengan bentuk linear ($R^2 = 0,112$) dan kurva S ($R^2 = 0,158$).

Kata kunci: *Leader-Member Exchange*, *Turnover Intention*, *Blue-Collar Workers*, *Tenure*, *Gender*, *Job Satisfaction*, kurva linear, kurva S,

**THE RELATIONSHIP BETWEEN LEADER-MEMBER EXCHANGE (LMX) AND
TURNOVER INTENTION ON BLUE-COLLAR WORKERS BY CONTROLLING TENURE,
GENDER, AND JOB SATISFACTION VARIABLES**

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ABSTRACT

This research was aimed at obtaining the relationship between Leader-Member Exchange (LMX) and Turnover Intention on blue-collar workers by controlling Tenure, Gender, and Job Satisfaction variables. The hypothesis of this research was there was a significant relationship between Leader-Member Exchange (LMX) and Turnover Intention on blue-collar workers by controlling Tenure, Gender, and Job Satisfaction variables. This research applied purposive sampling and involved 140 subjects who were blue-collar workers and had worked for 1 year at the minimum. To measure the relationship between Leader-Member Exchange (LMX) and Turnover Intention, three scales were used, namely 7-items LMX scale, Turnover scale, and General Job Satisfaction scale. The reliability of 7-items LMX scale after being adapted was 0,772, the reliability of Turnover scale after being adapted was 0,849, and the reliability of Job Satisfaction scale after being adapted was 0,639. In analyzing the data, this research applied partial correlation. The result showed that there was a negative, very weak ($r = -0,169$), and significant ($p = 0,048$) relationship between Leader-Member Exchange (LMX) and Turnover Intention on blue-collar workers by controlling Tenure, Gender, and Job Satisfaction variables. The additional analysis was conducted using hierarchical regression analysis and the result showed that the graph showing the relationship between Leader-Member Exchange (LMX) and Turnover Intention could be represented by both linear ($R^2 = 0,112$) and S curve ($R^2 = 0,158$).

Keywords: Leader-Member Exchange, Turnover Intention, Blue-Collar Workers, Tenure, Gender, Job Satisfaction, Linear Curve, S Curve