

ABSTRACT

The turnover rate at PT INTI (Persero) has been fluctuating over the past few years. The turnover rate amounted to 15.1% in 2015, 5.1% in 2016 and in 2017 it amounted to 13.7%. As seen on Table 4.1, there are different types of training carried out by PT INTI (Persero) and the numbers of trainees in each type of training varies. In 2017, there are 508 employees but only 352 attended the training. This shows that not all employees of PT INTI (Persero) take part in the training as they had taken it the previous year. This study aims to measure the effect of training on intention turnover at PT INTI (Persero).

The data used in this study was obtained by distributing questionnaires to all employees of PT INTI (Persero) with a population of 508 employees and the samples taken in this study were 223 respondents. This study uses a simple random sampling technique. The data analysis technique and hypothesis collection used in this study are descriptive statistical analysis, multiple linear regression analysis, classical assumption test, coefficient of determination, and hypothesis testing

Based on the results of data processing, it can be concluded that training does not significantly influence turnover intentions while based on the coefficient of determination. Training only affects 2% of turnover intentions and the other 98% is influenced by other variables.

To reduce the amount of turnover intentions, PT INTI (Persero) must consistently increase the number of employees under the age of 30 years old to exchange knowledge with MPP employees. In addition, it is expected that PT INTI (Persero) can also increase the comfort of its employees.

Keyword: Training, Effective Training Program, Coworker Support for Training, Turnover Intentions.