

***THE RELATIONSHIP OF WORK ENGAGEMENT, GRIT AND TURNOVER
INTENTION IN OUTSOURCING EMPLOYEE OF GRAND
METROPOLITAN***

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ABSTRACT

The purpose of this study is to determine whether there is a relationship between Work Engagement and Grit with Turnover Intention on outsourcing employees at Grand Metropolitan. Data is taken from a sample of 180 outsourced employees at Grand Metropolitan. Three measuring instruments used to prove the hypothesis are, UWES (Utrecht Work Engagement Scale) by Schaufeli and Bakker (2003) consisting of 17 items, Grit Scale by Duckworth and Petterson (2007) consisting of 12 items and Turnover Intention by Mobley (1986) consisting of 16 items. The sampling technique used is the saturated sample with correlational analysis and one way Anova to analyze the different test. The results of this study indicate that there is no relationship between Work Engagement with Turnover Intention and also there is no relationship between Grit and Turnover Intention.

Keywords: *Work Engagement, Grit , Turnover Intention, dan Outsourcing*

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**HUBUNGAN WORK ENGAGEMENT, GRIT DENGAN TURNOVER
INTENTION PADA KARYAWAN OUTSOURCING DI GRAND
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ABSTRAK

Tujuan dari penelitian ini yaitu untuk mengetahui apakah ada hubungan antara *Work Engagement* dan *Grit* dengan *Turnover Intention* pada karyawan *outsourcing* di Grand Metropolitan. Data diambil dari sampel sebanyak 180 karyawan *outsourcing* di Grand Metropolitan. Tiga alat ukur yang digunakan untuk membuktikan hipotesa yaitu, *UWES (Utrecht Eork Engagement Scale)* oleh Schaufeli and Bakker (2003) terdiri 17 item, *Grit Scale* oleh Duckworth and Petterson (2007) terdiri 12 item dan *Turnover Intention* Mobley (1986) yang terdiri 8 item. Teknik sampling yang digunakan adalah sample jenuh dengan analisis korelasional dan *one way* Anova untuk menganalisis uji beda. Hasil dari penelitian ini menunjukkan bahwa tidak terdapat hubungan antara *Work Engagement* dengan *Turnover Intention* dan juga tidak terdapat hubungan antara *Grit* dan *Turnover Intention*.

Kata kunci : *Work Engagement, Grit , Turnover Intention, dan Outsourcing*

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