

## ABSTRAK

**Karin Trianovita(2023).** Pengaruh *Human Resource Practices* Dan *Organizational Trust* Terhadap Perputaran Karyawan PT. KAI Stasiun Baturaja Kabupaten OganKomerling Ulu. Dibimbing oleh Ibu **Dr. E. Mardiah Kenamon, S.E.,M.Si.** selaku pembimbing I dan Ibu **Dahlia, S.E,M.Si.** selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui ada Pengaruh *Human Resource Practices* Dan *Organizational Trust* Terhadap Perputaran Karyawan PT. KAI Stasiun Baturaja Kabupaten Ogan Komerling Ulubaik secara parsial maupun simultan. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Teknik analisis data yang digunakan adalah regresi linier berganda. Berdasarkan hasil penelitian hasil regresi linier berganda didapatkan persamaan  $-0,959 + 0,218X_1 + 1,143X_2$ . Berdasarkan hasil uji hipotesis menunjukkan bahwa secara parsial didapatkan bahwa hipotesis *Human Resource Practices* terhadap Perputaran Karyawan PT. KAI Stasiun Baturaja Kabupaten Ogan Komerling Ulu memiliki nilai t-hitung (3,099) > t-tabel (2,03224) maka  $H_0$  ditolak dan  $H_a$  diterima. Artinya bahwa ada pengaruh *Human Resource Practices* terhadap Perputaran Karyawan PT. KAI Stasiun Baturaja Kabupaten Ogan Komerling Ulu. Sedangkan pada hipotesis *Organizational Trust* terhadap Perputaran Karyawan PT. KAI Stasiun Baturaja Kabupaten Ogan Komerling Ulu memiliki nilai t-hitung (4,853) > t-tabel (2,03224) maka  $H_0$  ditolak dan  $H_a$  diterima. Artinya bahwa ada pengaruh *Organizational Trust* terhadap Perputaran Karyawan PT. KAI Stasiun Baturaja Kabupaten Ogan Komerling Ulu. Secara simultan didapatkan  $F_{hitung}$  sebesar 144,526. Hasil tersebut kemudian dibandingkan dengan  $F_{tabel}$ ,  $F_{hitung} 144,526 > F_{tabel} 3,27$  maka  $H_0$  ditolak dan  $H_a$  diterima, artinya ada pengaruh *Human Resource Practices* dan *Organizational Trust* terhadap Perputaran Karyawan PT. KAI Stasiun Baturaja Kabupaten Ogan Komerling Ulu. Koefisien determinasi ( $R^2$ ) yang diperoleh sebesar 0,895. Hal ini menunjukkan berarti sumbangan pengaruh *Human Resource Practices* dan *Organizational Trust* terhadap Perputaran Karyawan sebesar 89,5% sedangkan sisanya 10,5% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam penelitian ini yaitu faktor internal dan faktor eksternal (Mobley,2017:95).

**Kata Kunci:** *Human Resource Practices*, *Organizational Trust* dan Perputaran Karyawan

## ABSTRACT

**Karin Trianovita (2023).** The Influence of Human Resource Practices and Organizational Trust on Employees Turnover at PT. KAI Baturaja Station, Ogan Komering Ulu Regency. Under the guidance of **Dr. E. Mardiah Kenamon, S.E., M.Si.** and **Dahlia, S.E., M.Si.**

This study aimed to determine the influence of Human Resource Practices and Organizational Trust on Employees Turnover at PT. KAI Baturaja Station, Ogan Komering Ulu Regency, both partially and simultaneously. The data collection technique used in this study was a questionnaire. The data analysis technique used was multiple linear regression. Based on the results of the multiple linear regression analysis, the equation obtained was  $-0.959 + 0.218X_1 + 1.143X_2$ . Based on the hypothesis test results, it was found that the hypothesis regarding the influence of Human Resource Practices on Employees Turnover at PT. KAI Baturaja Station, Ogan Komering Ulu Regency had a t-value of (3.099) > t-table (2.03224), thus  $H_0$  was rejected and  $H_a$  was accepted. This meant that there was an influence of Human Resource Practices on Employees Turnover at PT. KAI Baturaja Station, Ogan Komering Ulu Regency. Meanwhile, the hypothesis regarding the influence of Organizational Trust on Employees Turnover at PT. KAI Baturaja Station, Ogan Komering Ulu Regency had a t-value of (4.853) > t-table (2.03224), thus  $H_0$  was rejected and  $H_a$  was accepted. This meant that there was an influence of Organizational Trust on Employees Turnover at PT. KAI Baturaja Station, Ogan Komering Ulu Regency. Simultaneously, the F-value was 144.526. This result was then compared with the F-table value, and since the F-value (144.526) > F-table (3.27),  $H_0$  was rejected and  $H_a$  was accepted, meaning there was an influence of Human Resource Practices and Organizational Trust on Employees Turnover at PT. KAI Baturaja Station, Ogan Komering Ulu Regency. The coefficient of determination ( $R^2$ ) obtained was 0.895. This indicated that the contribution of Human Resource Practices and Organizational Trust to Employees Turnover was 89.5%, while the remaining 10.5% was influenced by other variables not included in this study, namely internal and external factors (Mobley, 2017:95).

**Keywords: Human Resource Practices, Organizational Trust, Employees Turnover**