

The Factors that cause Turnover of training employee at PT GMS

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ABSTRACT

In general, this study aims to determine the factors causing the high turnover in staff training so that PT GMS image obtained from the research can be a reference to suppress the occurrence of employee turnover training. The employee turnover is the actual behavior of employees in the form of a decision to leave the company for some reason. Subjects in this study were six people, consisting of five employees of PT GMS training has resigned as an informant and an additional subject, the boss of one of the research subjects. Methods of data collection used were interviews with the interview guide. Data analysis methods used in this study is a qualitative analysis of the coding process. Based on the results of research conducted found that organizational factors associated with superior leadership and supervision, as the main factor that affect turnover.

Keywords: Turnover, Employee Training.