ANALYSIS OF FACTORS AFFECTING THE PROJECT CONSTRUCTION WORKER TURNOVER IN SURABAYA

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Workers is one of the dominant element in a project. Continuity of the project is highly dependent on the continuity of the availability of workers according to need. One of the problems of workers who are often occurs and can not be avoided is the occurrence of worker turnover. Turnover that occurs continuously will affect the performance of the project mainly in terms of time, cost, and quality of the resulting projects. This study aims to examine the factors that affect worker turnover construction projects in Surabaya. The research was conducted by gathering data through questionnaires distributed to project managers. The questions raised are indicators of worker turnover is composed of 20 variables and respondents' answers in the form of approval levels as measured by the Likert scale. The research method used is descriptive analysis and factor analysis. Based on the results of a descriptive scale research note that a benefit of employment is a variable with the largest average value and standard deviation of the smallest. Furthermore, based on a factor analysis of 20 variables are considered worthy to be followed the next test as many as 14 variables which is then reduced to 4 factors. Factor 1 consists of five variables: conflict, working hours, compensation, employment differences, and work environment. Factor 2 consisted of five factors, namely: working procedures, promotions, benefits, alternatives to the internal, as well as critical incident. Factor 3 consists of two factors: age and length of employment. And factor 4 consists of two factors: education and culture. These four factors have eigenvalue of 66.319% with a factor contributing diversity of 31.826%, a factor of 2 of 16.951%, a factor of 3 at 9.095%, and factor 4 of 8.447%. Thus the first factor is the dominant factor affecting the turnover of workers in Surabaya construction project because it has a mean value of the largest eigenvalue gives the largest contribution to diversity than other factors.

Keywords: worker turnover rate of construction projects, project managers, descriptive analysis, factor analysis.