

LABOUR TURN OVER ANALISYS ON PT. MENARA DANA SEJAHTERA RIAU

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The Research was done on June – September 2004 on PT. Menara Dana Sejahtera Riau, Jl.Tuanku Tambusai No. 09 (Beside Gasolin of Nangka Street) Pekanbaru Riau on June – September 2004. Sampel in this research of 50 responden, sampel taken pursuant with sampling random methode. The Objectives in this research is to explain how Labour Turn Over give an effect for company performance as a whole and factors what is cause to have Labour Turn Over fluctuation at PT. Menara Dana Sejahtera Riau.

From result of research, raised by question about employees cause factors out from PT. Menara Dana Sejahtera Riau, 34 responden or 68% give answer because salary/ fee which they accept to lower, 10 responder or 20% because of getting bargain or accepted to work in other company while which employees out from company because of P.H.K not be found in this research

Answers from question about storey; level employees satisfaction from fee/ salary their accept, showing the following data; 4 responden or 8% replying to gratify, 6 responden or 12% replying well enough and 40 responden or 80% answer dissatisfactorily.

The responden answer from question concerning company given to job activity appliance facility show the following data; 6 responden or 12%



expressing goodness, 9 responder or 18% answered good enough and counted 35 respoonden or 70% expressing is unfavourable.

Annually both of two factor above, Labour Turn Over represent an definitive problem experienced all of institution and company. Labour Turn Over earn because of several things among: Pension, passing away, Disconnection Of Relation on Job/Activity, and others.

From explained above, writer take conclusion that have Labour Turn Over fluctuation at PT. Menara Dana Sejahtera Riau because of lower compensation policy, less paying attention of appliance facility work and Labour Turn Over factor its true cann't be avoid by every company