

Pengaruh komitmen organisasional terhadap keinginan berpindah dengan kepuasan kerja sebagai variable intervening

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Abstrak

The research aims to test multiple dimensions from organizational commitment (affective and continuance commitment) in its relation to important organizational consequence, which is job satisfaction and turnover intention. This research is consistent with Ketchand and Strawser (1998) and also Kadir (2003). These are difference in this research from former research in term of sample used. Respondents are auditors at state auditor agency (BPKP) of Central Java and North Sulawesi. Hypothesis testing used Structural Equation Modeling (SEM). Analysis result of the affective commitment has positive effect on job satisfaction, continuance commitment has negative effect on job satisfaction, affective commitment has negative effect on turnover intentions, continuance commitment has negative effect on job satisfaction, and job satisfaction has negative influence to turnover intentions. This result consistent with research done by Ketchand and Strawser (1988) and Kadir (2003). This research gives contribution to research expanding depicting requirements to apply approach multidimensional to research of commitment organizational. Multidimensional approach to commitment organizational gives more accurate understanding about individual involvement in its organization.