

Mentoring atasan dalam meningkatkan Affective Commitment dan menurunkan Intention to Turnover pada karyawan : studi pada SBU H PT. XYZ = leader mentoring in enhance affective commitment and reduce intention to turnover at employee : study at SBU H PT. XYZ

Sri Antini, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20309250&lokasi=lokal>

Abstrak

Penelitian ini dilakukan untuk melihat peningkatan komitmen afektif dan penurunan intensi meninggalkan pekerjaan pada karyawan bagian Sales PT.XYZ dengan pemberian program mentoring. Berdasarkan hasil penelitian sebelumnya yang dilakukan oleh Stallworth (2003), affective commitment memiliki korelasi negatif yang signifikan dengan intention to turnover.

Tahapan penelitian ini menggunakan tahapan penelitian action research dengan desain penelitian the before-and-after study. Pengukuran affective commitment dilakukan berdasarkan alat ukur Meyer dan Allen (1990) yang telah diadaptasi oleh Cahyadi, dkk (2010). Sedangkan pengukuran intention to turnover pekerjaan dilakukan dengan menggunakan alat ukur berdasarkan teori proses intention to quit dari Mobley (1978) yang telah diadaptasi oleh Adiningtyas, dkk (2010). Hasil dari penelitian ini menunjukkan bahwa terdapat hubungan negatif yang signifikan antara affective commitment dan intention to turnover ($r = 0.860$). Korelasi signifikan inilah yang menjadi dasar penyusunan dalam intervensi.

Dalam penelitian ini, peneliti memberikan program mentoring untuk meningkatkan affective commitment dan menurunkan intention to turnover pada karyawan. Pada penelitian yang dilakukan Payne dan Huffman (2005), diketahui bahwa mentoring dapat meningkatkan affective commitment.

.....The study was conducted to see the correlation between affective commitment and intention to turnover that occurred in SBU unit PT.XYZ. Based on the results of previous studies conducted by Stallworth (2003), affective commitment had significant negative correlation with intention to turnover.

Stages of the research phase of this study using action research to the design of the before-and-after study. Measurement of affective commitment is based on measuring instrument Meyer and Allen (1997) which has been adapted into Indonesian by Cahyadi, et al (2010). Measurement of intention to turnover is based on the theory of turnover process by Mobley (1978). The results of this study suggest that there is significant negative correlation between affective commitment and intention to turnover ($r = 0.860$). This correlation is used by researchers as a basis in the preparation of the intervention.

In this study, the researcher implemented a mentoring program as intervention to enhance the affective commitment and to reduce the intention to turnover. Result from prior study found that mentoring can enhance affective commitment (Payne and Huffman, 2005).