

Pengaruh komitmen organisasi dan komitmen jabatan terhadap turnover intention di lingkungan KPP wajib pajak besar dan KPP wajib pajak khusus = Organizational and occupational commitment effect on turnover intention in large tax office and particular tax office

Asri Arsiati, author

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Abstrak

Penelitian ini dilakukan untuk mengetahui pengaruh tingkat komitmen organisasi, komitmen jabatan serta pengaruhnya terhadap tingkat turnover intention dari pegawai KPP Wajib Pajak Besar dan KPP Khusus. Penelitian kuantitatif dilakukan dengan menggunakan kuesioner terhadap 225 responden pegawai kantor terkait, dan hasilnya dianalisis dengan menggunakan regresi linear. Hasil dari penelitian ini menyebutkan bahwa tingkat komitmen organisasi, komitmen jabatan dan turnover intention pegawai KPP Wajib Pajak Besar dan KPP Khusus berada pada level sedang, serta komitmen organisasi dan komitmen jabatan memiliki pengaruh yang signifikan terhadap turnover intention.

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This study was conducted to determine the level of organizational commitment, occupational commitment and its influence on the level of employee turnover intention in Large Tax Office and Particular Tax Office. Quantitative research was conducted by using a questionnaire to 225 respondents, and the results were analyzed using linear regression. The results of this study states that the level of organizational commitment, occupational commitment and employee turnover intention in Large Tax Office and Particular Tax Office at the moderate level, while organizational commitment and the occupational commitment have a significant effect on turnover intention.