

# Pengaruh quality of work life, perceived organization culture, kepuasan kerja dan komitmen organisasional terhadap intention to quit = The effects of quality of work life, perceived organization, culture job, satisfaction and organizational commitment on intention to quit

Mawarwati Hariyono Putri, author

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## Abstrak

Tesis ini membahas pengaruh quality of work life, perceived organization culture, kepuasan kerja dan komitmen organisasional terhadap intention to quit di sepuluh Kantor Pelayanan Perbendaharaan Negara-Kementerian Keuangan. Penelitian ini adalah penelitian kuantitatif dengan desain survey menggunakan instrumen kuesioner kepada seluruh pelaksana di 10 KPPN. Hasil pengujian regresi menunjukkan bahwa kepuasan kerja, komitmen organisasional, dan salah satu dimensi quality of work life yaitu work life balance memiliki pengaruh negatif yang signifikan dengan intention to quit. Dengan R<sup>2</sup> sebesar 34,1% menunjukkan sebanyak 34,1% intention to quit dapat dijelaskan oleh variabel-variabel tersebut diatas. Sehingga penelitian ini dapat menyarankan perlunya melakukan pembenahan kebijakan terkait aspek-aspek yang menjadi sumber kepuasan dan kenyamanan work life balance pegawai. Misalnya saja terkait kepastian pola dan lama penugasan di daerah. Selain itu perlu adanya program-program yang dapat meningkatkan komitmen pada organisasi.

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This thesis examines the effects of quality of work life, perceived organization culture, job satisfaction, and organizational commitment to intention to quit at big 10 Kantor Pelayanan Perbendaharaan Negara - Kementerian Keuangan. This research is quantitative research design using questionnaire survey approach. The result of regression analysis find that job satisfaction, organizational commitment, and one dimension of the quality of work life, work life balance are negatively influence. R<sup>2</sup> score, 34,1% means that 34,1% of intention to quit variability can be explained by those variables. Hence this research may suggest KPPN Management in particular and Ditjen Perbendaharaan in general to reform and develop the policies that support employee's work life balance and satisfaction. For example, management can set up the duration and the pattern of assignment. Moreover they can develop programs that can increase commitment to the organization.