

Pengaruh persepsi karyawan mengenai pelatihan terhadap turnover intention dengan mediasi komitmen afektif (studi kasus pada Bank XYZ kantor cabang Surakarta) = The impact of employee's perception of training toward turnover intention mediated by affective commitment (case study at Bank XYZ Surakarta branch office)

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh dari persepsi karyawan mengenai pelatihan terhadap turnover intention dimediasi oleh komitmen afektif pada Bank XYZ kantor cabang Surakarta. Terdapat lima sub-variabel yang digunakan untuk variabel persepsi pelatihan yaitu perceived availability of training, motivation to learn, perceived supervisor support for training, perceived co-worker support for training, dan perceived benefit of training. Responden dari penelitian ini adalah 144 orang karyawan Bank XYZ kantor cabang Surakarta yang merupakan karyawan tetap di perusahaan tersebut. Dengan menggunakan causal steps yang dikembangkan oleh Baron & Kenny (1986) menentukan hasil mediasi, hasil dari penelitian ini menunjukkan bahwa dari kelima sub-variabel persepsi pelatihan yang digunakan hanya tiga sub-variabel yaitu perceived availability of training, motivation to learn, dan perceived benefit of training yang memberikan pengaruh terhadap turnover intention dengan dimediasi oleh komitmen afektif. Sub-variabel perceived availability of training dimediasi secara penuh (complete mediation) oleh komitmen afektif sedangkan motivation to learn dimediasi secara partial oleh komitmen afektif. Pengaruh perceived benefit of training terhadap turnover intention juga dimediasi oleh komitmen afektif, mediasi yang muncul pada hubungan tersebut berupa inconsistent dan partial mediation.

.....This study aims to determine the impact of employee's perception of training toward turnover intention mediated by affective commitment in Bank XYZ Surakarta branch office. There are five sub variables of employee's perception of training which being used. The respondents of this study were 144 permanent employees of Bank XYZ Surakarta branch office. By using the causal steps developed by Baron & Kenny (1986) to determine mediated result, the result of this study performs that only three out of five variables give impact toward turnover intention mediated by affective commitment. Sub variable of perceived availability of training was completely mediated by affective commitment while motivation to learn partially mediated by affective commitment. The impact of perceived benefit of training toward turnover intention was as well impacted by affective commitment which appeared on the relation as inconsistent and partial mediation.