

Analisis pengaruh komitmen terhadap organisasi pada gen Y PNS Ditjen Pajak terhadap intention to leave dengan variabel moderasi partisipasi dalam pengambilan keputusan dan work effort = Analysis effect of the organizational commitment of gen Y PNS of directorat general of tax with intention to leave moderated by variable participation in decision making and work effort

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20402953&lokasi=lokal>

Abstrak

[Skripsi ini membahas tentang pengaruh komitmen terhadap organisasi pada gen Y PNS Ditjen Pajak terhadap intention to leave dengan variabel moderasi partisipasi dalam pengambilan keputusan dan work effort. Penelitian ini adalah penelitian kuantitatif dengan metode regresi berganda. Hasil penelitian menjelaskan bahwa terdapat pengaruh negatif dan signifikan antara continuance commitment dan normative commitment terhadap intention to leave pada kelompok pegawai gen Y. Peneliti menyarankan bahwa perlunya melibatkan para pegawai gen Y dalam pengambilan keputusan meskipun usia mereka masih muda dan pengalaman kerja masih sedikit, hal ini bertujuan salah satu cara untuk meningkatkan affective commitment mereka terhadap organisasi., The focus of this study is to examine the effect of the organizational commitment of gen y PNS of Direktorat General of Tax with intention to leave moderated by participation in decision making and work effort. Method of analysis is quantitative and double regression. This study finds that continuance commitment and normative commitment negatively and significantly effect to intention to leave for gen Y group. The researcher suggest that gen Y has to be involved in organization decision making, to improve their affective commitment to organization while they are young and have little experience.]