

Pengaruh kepuasan pegawai atas praktik Manajemen Sumber Daya Manusia terhadap turnover intention peran mediasi dari organizational justice di Lingkungan Kementerian Keuangan = effect of employee satisfaction on human resource management practices against turnover intention mediating role of Organization Justice in Ministry of Finance

Emanuella Christianti, author

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Abstrak

Penelitian ini meneliti pengaruh variabel kepuasan pegawai atas praktik manajemen SDM terhadap Turnover Intention dengan peran mediasi dari Organizational Justice dengan responden adalah 606 pegawai baru di Kementerian Keuangan Republik Indonesia. Dari hasil data dan pengujian hipotesis menggunakan Structural Equation Modeling, diperoleh hasil bahwa variabel kepuasan pegawai atas praktik manajemen SDM mempengaruhi Organizational Justice secara positif dan signifikan, serta memiliki pengaruh langsung yang signifikan dan bersifat negatif atas Turnover Intention. Sementara itu, Organizational Justice ditemukan tidak memiliki peran mediasi dalam pengaruh kepuasan pegawai atas praktik manajemen SDM atas Turnover Intention.

.....This study investigated the effect of Employee Satisfaction on Human Resource Management Practices on Turnover Intention with the mediating role of Organizational Justice. Respondent are 606 new employees in the Ministry of Finance of the Republic of Indonesia. From the results of the data and hypothesis testing using Structural Equation Modeling, concluded that Employee Satisfaction on Human Resource Management Practices affect Organizational Justice positive and significant, and has a significant negative direct effect on Turnover Intention. Meanwhile, this study found that Organizational Justice does not have a mediating role in the effect of Employee Satisfaction on Human Resource Management Practices on Turnover Intention.