

Studi empiris mengenai keinginan karyawan untuk tetap tinggal di perusahaan dalam kerangka theory of planned behavior dan perceived organizational work practices : studi kasus PT Rekayasa Industri = Empirical study about intention to stay in the theory of planned behavior perspective and perceived organizational work practices : case study PT Rekayasa Industri

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Abstrak

[ABSTRAK

Penelitian ini bertujuan untuk memprediksi keinginan karyawan untuk tetap tinggal di perusahaan menggunakan kerangka Theory of Planned Behavior.

Penelitian ini mengambil sampel di salah satu perusahaan yang bergerak di bidang Engineering, Procurement, dan Construction, yaitu PT. Rekayasa Industri

(Rekind) dan melibatkan 273 responden (karyawan Rekind) yang masa kerjanya di bawah 5 tahun dan mayoritas merupakan karyawan dengan usia di generasi Y.

Berdasarkan Theory of Planned Behavior, keinginan karyawan untuk tetap tinggal di perusahaan dipengaruhi oleh sikap (attitude), norma subyektif (subjective

Norm), dan kontrol perilaku individu (Perceived Behavioral Control). Penulis

menambahkan satu variabel yang mempengaruhi keinginan karyawan untuk tetap tinggal di perusahaan, yaitu kontrol praktik perusahaan (perceived organizational

work practices) yang terbagi menjadi dua praktik, dilihat dari sisi financial dan non financial. Pengujian hipotesis penelitian ini dilakukan dengan analisis regresi

berganda. Hasil penelitian menyimpulkan bahwa sikap, norma subyektif, kontrol perilaku individu, dan kontrol praktik perusahaan sisi finansial berpengaruh

positif dan nyata terhadap keinginan karyawan untuk tetap tinggal di perusahaan. Sedangkan kontrol praktik perusahaan sisi non finansial berpengaruh negatif dan

nyata terhadap keinginan karyawan untuk tetap tinggal di perusahaan.

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ABSTRACT

The study aims to predict employee's intention to stay in the company by using Theory of Planned Behavior Perspective. The sample for this study is 273 from

one of Engineering, Procurement and Construction Company, called PT

Rekayasa Industri (Rekind). The sample are under 5 years of service employees in rekind which majority consist of Y Generation. Based on Theory of Planned

Behavior, attitude, subjective norm, and perceived behavioral control are affected intention to stay. Perceived organizational work practices was included as one of

independent variable which is in previous study affected intention to stay. the hypothesis testing was using Multiple Regression Analysis. The research conclude

that attitudes, subjective norms, perceived behavioral control and perceived

organizational work practices (financial) are positive affected intention to stay. Perceived organizational work practices (non financial) is negative affected intention to stay;The study aims to predict employee's intention to stay in the company by using Theory of Planned Behavior Perspective. The sample for this study is 273 from one of Engineering, Procurement and Construction Company, called PT Rekind. The sample are under 5 years of service employees in rekind which majority consist of Y Generation. Based on Theory of Planned Behavior, attitude, subjective norm, and perceived behavioral control are affected intention to stay. Perceived organizational work practices was included as one of independent variable which is in previous study affected intention to stay. the hypothesis testing was using Multiple Regression Analysis. The research conclude that attitudes, subjective norms, perceived behavioral control and perceived organizational work practices (financial) are positive affected intention to stay. Perceived organizational work practices (non financial) is negative affected intention to stay;The study aims to predict employee's intention to stay in the company by using Theory of Planned Behavior Perspective. The sample for this study is 273 from one of Engineering, Procurement and Construction Company, called PT Rekind. The sample are under 5 years of service employees in rekind which majority consist of Y Generation. Based on Theory of Planned Behavior, attitude, subjective norm, and perceived behavioral control are affected intention to stay. Perceived organizational work practices was included as one of independent variable which is in previous study affected intention to stay. the hypothesis testing was using Multiple Regression Analysis. The research conclude that attitudes, subjective norms, perceived behavioral control and perceived organizational work practices (financial) are positive affected intention to stay. Perceived organizational work practices (non financial) is negative affected intention to stay, The study aims to predict employee's intention to stay in the company by using Theory of Planned Behavior Perspective. The sample for this study is 273 from one of Engineering, Procurement and Construction Company, called PT Rekind. The sample are under 5 years of service employees in rekind which majority consist of Y Generation. Based on Theory of Planned Behavior, attitude, subjective norm, and perceived behavioral control are affected intention to stay. Perceived organizational work practices was included as one of independent variable which is in previous study affected intention to stay. the hypothesis testing was using Multiple Regression Analysis. The research conclude that attitudes, subjective norms, perceived behavioral control and perceived organizational work practices (financial) are positive affected intention to stay. Perceived organizational work practices (non financial) is negative affected intention to stay]