

Pengaruh job autonomy dan autonomy support terhadap turnover intention melalui mediasi psychological empowerment (studi kasus pada karyawan teknologi informasi di empat perusahaan) = The effect of job autonomy and autonomy support towards turnover intention through mediation of psychological empowerment (case study on information technology workers at four companies)

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Abstrak

ABSTRAK

Penelitian ini ingin mengetahui pengaruh otonomi yang direpresentasikan oleh variabel job autonomy dan autonomy support terhadap turnover intention pada karyawan di bidang teknologi informasi melalui mediasi psychological empowerment. Penelitian ini mengambil data 150 karyawan di bidang teknologi informasi yang berasal dari empat perusahaan di Jakarta. Data diuji dengan menggunakan metode Structural Equation Modeling. Hasil penelitian menemukan job autonomy tidak berpengaruh signifikan dan autonomy support berpengaruh signifikan terhadap turnover intention. Psychological empowerment menunjukkan perannya sebagai mediator bagi job autonomy walaupun pengaruh yang dihasilkan tidak signifikan.

ABSTRACT

The aim of the study was to find out the effect of autonomy, which represented by job autonomy and autonomy support towards turnover intention on information technology workers by mediation of psychological empowerment. This research took the data of 150 information technology workers from four companies in Jakarta. The data was analyzed by using Structural Equation Modeling method. The study found no significant effect of job autonomy and a significant effect of autonomy support towards turnover intention. Psychological empowerment demonstrates its roles as a mediator for job autonomy although the effect was not significant.;