

Analisis pengaruh persepsi pertumbuhan karier terhadap komitmen organisasi studi kasus kantor pusat kantor area sudirman dan learning center bank x = Analyzing perception of career growth on organizational commitment case study of main office sudirman office and learning center bank x / Kanya Kanti Kalyana

Kanya Kanti Kalyana, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20412621&lokasi=lokal>

Abstrak

[Penelitian ini bertujuan untuk menganalisis pengaruh persepsi pertumbuhan karier terhadap komitmen organisasi. Dimensi pertumbuhan karier yang dibahas di dalam penelitian ini adalah kemajuan tujuan karier, pengembangan kemampuan profesional, kecepatan promosi, dan peningkatan remunerasi. Data kuantitatif diperoleh dari 106 responden Bank X yang terletak di Kantor Pusat Bank X, Kantor Area Sudirman Bank X, dan Learning Center Bank X. Data yang diterima kemudian diolah dengan metode regresi menggunakan program SPSS 20 for Windows. Hasil penelitian ini adalah dimensi kemajuan tujuan karier, dimensi peningkatan remunerasi, serta variabel pertumbuhan karier berpengaruh positif terhadap komitmen organisasi. Temuan ini dapat menjadi panduan bagi perusahaan apabila ingin mempertahankan atau meningkatkan komitmen organisasi melalui pertumbuhan karier., The objective of this research is to analyze perception of career growth on organizational commitment. Dimension of career growth are career goal progress, professional ability development, promotion speed, and remuneration growth. Quantitative information obtained from 106 respondents of Bank "X" which is located in Head Office, Sudirman Office, and Learning Center Office. Furthermore, data is processed by regression method using SPSS 20 for Windows. The results of this study are career goal progress dimension, remuneration growth dimension, and career growth variable are positively affect organizational commitment. These findings can be used for company to maintain or increase its organizational commitment through career growth.]