

Pengaruh perceived external prestige ethical organizational climate dan leader member exchange quality terhadap komitmen organisasional, komitmen karir, motivasi untuk mengikuti pelatihan, dan intention to leave (Studi kasus: PT YXZ) = Impact of perceived external prestige ethical organizational climate and leader member exchange quality toward organizational commitment, career commitment, motivation to participate in training, and intention to leave (Case study: PT YXZ)

Winony Mutiara, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20413005&lokasi=lokal>

---

Abstrak

[Sebagai salah satu perusahaan teratas dalam sektor asuransi jiwa, PT XYZ tidak luput mengalami salah satu permasalahan SDM, yaitu intention to leave yang tinggi yang dapat disebabkan oleh rendahnya komitmen organisasional karyawan. Di dalam penelitian ini akan dijelaskan mengenai pengaruh dari perceived external prestige, ethical organizational climate, dan leader-member exchange quality pada komitmen organisasional dan komitmen karir karyawan serta pengaruh dari komitmen organisasional dan komitmen karir karyawan pada motivasi untuk mengikuti pelatihan dan intention to leave di PT XYZ. Responden dari penelitian ini adalah 237 orang karyawan PT XYZ di Jakarta. Dengan menggunakan structural equation model, hasil dari penelitian ini menunjukkan bahwa hanya perceived external prestige dan leader-member exchange quality yang berpengaruh signifikan pada komitmen organisasional dan komitmen karir serta komitmen organisasional dan komitmen karir berpengaruh signifikan terhadap intention to leave dan motivasi untuk mengikuti pelatihan.

;As one of top company in life insurance sector, PT XYZ do not miss experiencing one of common HR problem, i.e. high intention to leave that may caused by low organizational commitment. This research explains the impact of perceived external prestige, ethical organizational climate, and leader-member exchange quality to organizational commitment and career commitment on PT XYZ employees and also organizational commitment and career commitment on motivation to participate in training and intention to leave on PT XYZ. The respondents of this study were 237 permanent employee of PT XYZ in Jakarta. By using structural equation model, the result of this study shows that only perceived external prestige and leader-member exchange quality have significant impact to organizational commitment and career commitment and also organizational commitment and career commitment have significant impact to intention to leave and motivation to participate in training.

, As one of top company in life insurance sector, PT XYZ do not miss experiencing one of common HR problem, i.e. high intention to leave that may caused by low organizational commitment. This research explains the impact of perceived external prestige, ethical organizational climate, and leader-member exchange quality to organizational commitment and career commitment on PT XYZ employees and also organizational commitment and career commitment on motivation to participate in training and intention to leave on PT XYZ. The respondents of this study were 237 permanent employee of PT XYZ in Jakarta. By using structural equation model, the result of this study shows that only perceived external prestige and leader-member exchange quality have significant impact to organizational commitment and career commitment and also organizational commitment and career commitment have significant impact to

intention to leave and motivation to participate in training.

]