Pengaruh persepsi dukungan organisasi terhadap intention to leave dengan komitmen organisasional sebagai variabel mediasi pada karyawan (studi kasus pada divisi internal audit di PT XYZ) = The influence of perceived organizational support toward intention to leave with organizational commitment as mediating variable on employees (case study at internal audit division PT XYZ) / Yulia Jihan Silvana

Yulia Jihan Silvana, uthor

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Abstrak

[ABSTRAK
Penelitian ini dilakukan untuk dapat melihat adanya pengaruh persepsi dukungan organisasi terhadap intention to leave dengan komitmen organisasional sebagai variabel mediasi pada karyawan di PT XYZ. Responden penelitian ini berjumlah 150 karyawan pada divisi internal audit. Metode penelitian menggunakan metode kuantitatif dengan uji regresi berganda. Alat ukur yang digunakan pada penelitian ini adalah Michigan Organizational Assessment Questionnaire (MOAQ) yang dikembangkan oleh Shore dan Shore (1990), Survey of Perceived Organizational Support (SPOS) yang dikembangkan oleh Eisenberger dan Huntington (1986), dan Organizational Commitment Questionnaire (OCQ), yang dikembangkan oleh Allen dan Meyer (1990). Hasil penelitian ini menyatakan bahwa komitmen organisasional memediasi secara parsial pengaruh persepsi dukungan organisasi terhadap intention to leave.
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ABSTRACT
This research is conduct to find whether there is impact between perceived organizational support toward intention to leave with organizaional commitment as mediating variable on employees at internal audit division PT XYZ. The survey involved 150 internal audit employees. The research method used multiple regression. The instrument used in the questionnaire are Michigan Organizational Assessment Questionnaire (MOAQ) which is developed by Shore dan Shore (1990), Survey of Perceived Organizational Support (SPOS) which is developed by Eisenberger dan Huntington (1986), dan Organizational Commitment Questionnaire (OCQ), which is developed by Allen dan Meyer (1990). The result showed that organizational commitment is succesfully mediates the relation between perceived organizational support and intention to leave.;This research is conduct to find whether there is impact between perceived organizational support toward intention to leave with organizaional commitment as mediating variable on employees at internal audit division PT XYZ. The survey involved 150 internal audit employees. The research method used multiple regression. The instrument used in the questionnaire are Michigan Organizational Assessment Questionnaire (MOAQ) which is developed by Shore dan Shore (1990), Survey of Perceived Organizational Support (SPOS) which is developed by Eisenberger dan Huntington (1986), dan Organizational Commitment Questionnaire (OCQ), which is developed by Allen dan Meyer (1990). The result showed that organizational commitment is succesfully mediates the relation between perceived organizational support and intention to leave., This research is conduct to find whether there is impact between perceived organizational support toward intention to leave with organizaional commitment as mediating variable on employees at internal audit division PT XYZ. The survey involved 150 internal audit

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