

Analisis pengaruh implementasi sistem hriss terhadap job satisfaction dan turnover intention karyawan pt telekomunikasi seluler telkomsel = Analysis the impact of hriss implementation on employee s job satisfaction and turnover intention in pt telekomunikasi seluler telkomsel

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Abstrak

ABSTRAK

Implementasi sebuah sistem HRIS dapat mempengaruhi job satisfaction dan turnover intention karyawan. Penelitian ini bertujuan mengetahui pengaruh langsung dan tidak langsung serta besarnya antara perceived ease of use, perceived usefulness, attitude terhadap job satisfaction dan turnover intention pada Direktorat Network dan Direktorat Information and Technology PT Telkomsel. Penelitian ini merupakan studi deskriptif dengan melibatkan 87 responden yang berada di kantor pusat dan beberapa kantor area Telkomsel di Indonesia. Pengolahan data dalam penelitian ini menggunakan Partial Least Square (PLS) dengan program SmartPLS v.2.0 M3. Hasil analisis SEM-SmartPLS-v.2.0 M3 menunjukkan bahwa perceived ease of use dan perceived usefulness memiliki hubungan positif dan signifikan terhadap attitude. Attitude juga memiliki hubungan positif dan signifikan terhadap job satisfaction. Begitu juga dengan job satisfaction yang juga memiliki hubungan positif dan signifikan terhadap turnover intention. Sementara perceived ease of use tidak memiliki pengaruh terhadap perceived usefulness. Selain itu, attitude juga tidak memiliki pengaruh terhadap turnover intention. Penelitian ini menunjukkan bahwa pada PT Telkomsel, keputusan karyawan untuk berpindah dipengaruhi oleh faktor lain selain job satisfaction.

ABSTRACT

Implementation of an HRIS can affect job satisfaction and turnover intention of employees. This study aims to determine the effect of direct and indirect as well as the magnitude between perceived ease of use, perceived usefulness, attitude toward job satisfaction and turnover intention on the Network Directorate and the Directorate of Information and Technology of PT Telkomsel. This research is a descriptive study involving 87 respondents who were in the headquarter and several area offices Telkomsel in Indonesia. Processing of the data in this study using the Partial Least Square (PLS) with M3 v.2.0 SmartPLS program. Results of the analysis of SEM-SmartPLS-v.2.0 M3 indicates that the perceived ease of use and perceived usefulness has a positive and significant relationship to the attitude. Attitude also has a positive and significant relationship to job satisfaction. As well as job satisfaction which also has a positive and significant relationship to the turnover intention. While the perceived ease of use had no effect on perceived usefulness. And, the attitude also had no effect on turnover intention as well. This study shows that in PT Telkomsel, the employee's decision to move was influenced by factors other than job satisfaction.