

Analisis pengaruh pelatihan terhadap turnover intention dengan mediasi kepuasan kerja karyawan bagian staff di PT. KCJ Juanda = Analysis the impact of training on turnover intention with mediation employee job satisfaction the section staff PT. KCJ Juanda

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan terhadap turnover intention yang dimediasi oleh kepuasan kerja karyawan bagian staff di PT KCJ Juanda. Data penelitian ini diperoleh dari 125 responden melalui kuesioner yang disebarakan kepada karyawan tersebut. Data ini diolah dengan metode Structural Equation Model.

Hasil penelitian ini menunjukkan adanya pengaruh positif antara pelatihan dan co-worker support for training terhadap kepuasan kerja karyawan, dan kepuasan kerja karyawan berpengaruh negatif terhadap turnover intention.

.....This study aims to determine the effect of training on turnover intention is mediated by employee job satisfaction the section staff PT KCJ Juanda. The data were collected from 125 respondents through a questionnaire distributed to those employees. This data is processed by the method of Structural Equation Model.

This research found there is positive effect of effective training program and co-worker support for training on employee job satisfaction, and negative effect of job satisfaction on turnover intention.