

Pengaruh fun at work terhadap turnover intention pegawai gen Y di PT. XYZ dengan mediasi employee engagement = The effect of fun at work on turnover intention of gen Y employees in PT. XYZ with employee engagement as mediating variable

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Abstrak

Penelitian ini dilakukan untuk melihat adanya pengaruh fun at work terhadap turnover intention dengan employee engagement sebagai variabel mediasi pada pegawai Gen Y di PT XYZ. Responden penelitian adalah pegawai Gen Y dan berlokasi di kantor pusat. Jumlah total responden adalah 62 responden. Metode penelitian menggunakan metode kuantitatif. Pengumpulan data dilakukan dengan menggunakan kuesioner. Analisis data penelitian menggunakan teknik SEM dengan aplikasi LISREL 8.51. Hasil yang diperoleh dari penelitian ini menunjukkan bahwa fun at work berpengaruh signifikan terhadap employee engagement dan turnover intention. Selain itu penelitian ini juga menyatakan employee engagement memediasi secara parsial pengaruh fun at work terhadap turnover intention.

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Employee engagement as a mediating variable in the Gen Y employees at PT XYZ. Respondents are Gen Y employees located at the headquarters with total number of respondents was 62 respondents. The research method used quantitative methods and data collection is done by using a questionnaires. Data analysis is done using SEM technique with LISREL 8:51 applications. The results obtained from this study indicate that fun at work have a significant effect on employee engagement and turnover intention. Furthermore stated employee engagement partially mediates the effect of fun at work on turnover intention.