

Pengaruh tipe budaya organisasi terhadap turnover intention karyawan dengan mediasi kepuasan kerja: studi kasus pada karyawan hotel X =  
The effect of organizational culture on employee turnover intention with mediation of job satisfaction: study case in X hotel

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Abstrak

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Tujuan dari penelitian ini adalah untuk menguji apakah dan bagaimana perbedaan tipe budaya organisasi dikaitkan dengan kepuasan kerja dan turnover intention antara karyawan di Hotel X. Sampel untuk penelitian ini terdiri dari 105 karyawan yang bekerja di Hotel X. Budaya organisasi yang dirasakan dinilai dengan instrumen 24 item yang telah divalidasi sebelumnya, kepuasan kerja 6 item instrument, dan turnover intention 3 item instrument. Hubungan antara budaya organisasi, kepuasan kerja, dan turnover intention diuji oleh SPSS dengan metode regresi berganda. Di antara berbagai jenis budaya, clan culture, adhocracy culture, dan hierarchical culture memiliki hubungan signifikan positif dengan kepuasan kerja karyawan. Sedangkan market culture menunjukkan hubungan signifikan negatif terhadap kepuasan kerja. Adapun kepuasan kerja memiliki hubungan signifikan negatif dengan turnover intention karyawan. Dan selain itu, kepuasan kerja karyawan memediasi hubungan antara clan culture dan adhocracy culture dengan turnover intention.

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**ABSTRACT**

The purpose of the study is to examine whether and how different types of organizational culture are associated with job satisfaction and turnover intention among employee in X Hotel. The sample for the study consists of 105 employees working in X Hotel. Perceived organizational culture was assessed by a previously validated 24 item instrument, job satisfaction 6 item instrument, and turnover intention 3 item instrument. The relationship among organizational culture, job satisfaction, and turnover intention was tested by SPSS with multiple regression method. Among the different types of culture, clan culture, adhocracy culture, and hierarchical culture had significant positive associations with the employee job satisfaction. while market culture showed a significant negative association. Job satisfaction had a significant positive associations with the employee turnover intention. And in addition, employee job satisfaction mediating relationship between clan culture and adhocracy culture with employee turnover intention.