

Pengaruh organizational learning culture dan perceived organizational support terhadap komitmen afektif dan turnover intention pada karyawan it bank xyz = The influence of organizational learning culture and perceived organizational support on affective commitment and turnover intention in it employees bank xyz

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh dari organizational learning culture dan perceived organizational support terhadap komitmen afektif dan turnover intention pada karyawan IT di Bank XYZ. Responden dalam penelitian ini adalah 170 karyawan IT Bank XYZ. Metode yang digunakan dalam penelitian ini adalah Structural Equation Modelling SEM. Hasil dari penelitian ini menunjukkan bahwa organizational learning culture dan perceived organizational support memiliki pengaruh yang positif terhadap komitmen afektif, dan adanya pengaruh yang negatif dari komitmen afektif terhadap turnover intention.

.....This research aims to examine the influence of organizational learning culture and perceived organizational support on affective commitment and turnover intention. The respondents of this study are 170 IT employees in Bank XYZ. This study uses Structural Equation Model SEM to analysis the data. This research found, there is significant positive relationship between organizational learning culture and perceived organizational support with affective commitment and there is significant negative relationship between affective commitment with turnover intention.