

Analisis pengaruh work-life conflict terhadap job embeddedness dan organizational citizenship behavior yang dimediasi oleh emotional exhaustion pada karyawan di DKI Jakarta dan sekitarnya = The analysis of influence of work life conflict towards job embeddedness and organizational citizenship behavior mediated by emotional exhaustion on employees in DKI Jakarta and surrounding areas

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Abstrak

Job embeddedness dan organizational citizenship behavior merupakan dua faktor penting yang perlu diperhatikan oleh suatu organisasi/perusahaan karena dapat dijadikan sebagai kunci utama dalam membangun dan meningkatkan efektivitas karyawan dan keberhasilan dalam sebuah organisasi/perusahaan. Salah satu faktor yang dapat mempengaruhi tingkat job embeddedness dan organizational citizenship behavior adalah work-life conflict dan emotional exhaustion serta adanya peran Manajemen SDM dalam organisasi/perusahaan untuk dapat meminimalkan work-life conflict dan emotional exhaustion untuk dapat meningkatkan job embeddedness dan organizational citizenship behavior pada seorang karyawan khususnya karyawan yang sudah berkeluarga. Work-life conflict yang dialami karyawan dalam pekerjaan dan rumah tangga dapat berhubungan dengan emotional exhaustion dan outcome pekerjaan yaitu job embeddedness dan organizational citizenship behavior pada karyawan di DKI Jakarta dan sekitarnya dengan emotional exhaustion sebagai mediasi. Penelitian ini menggunakan metode Structural Equation Modeling SEM . Data penelitian ini diperoleh dari 196 karyawan di DKI Jakarta dan sekitarnya yang sudah menikah melalui kuesioner secara online dan offline. Hasil penelitian menunjukkan bahwa work-life conflict memiliki pengaruh positif terhadap emotional exhaustion. Selain itu, work-life conflict memiliki pengaruh negatif terhadap organizational citizenship behavior, sedangkan work-life conflict ditemukan tidak memiliki pengaruh terhadap job embeddedness. Lebih lanjut, emotional exhaustion juga tidak memiliki pengaruh terhadap job embeddedness dan organizational citizenship behavior. Hal tersebut menunjukkan bahwa emotional exhaustion tidak memiliki peran sebagai mediasi antara work-life conflict terhadap job embeddedness dan organizational citizenship behavior.

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Job embeddedness and organizational citizenship behavior are two important factors that need to be considered by an organization company because it can be used as a key in building and improving employee effectiveness and success in an organization company. One of the factors that can influence the level of job embeddedness and organizational citizenship behavior is work life conflict and emotional exhaustion and the role of HR Management in organization company to minimize work life conflict and emotional exhaustion to increase job embeddedness and organizational citizenship behavior on an employee especially an already married employee. Work life conflicts experienced by employees in work and households can relate to emotional exhaustion and work outcomes such as job embeddedness and organizational citizenship behavior in employees in DKI Jakarta and surrounding areas with emotional exhaustion as mediation. This research uses Structural Equation Modeling SEM method. This research data was obtained from 196 employees in DKI Jakarta and surrounding areas who have been married through questionnaires online and

offline. The results showed that work life conflict has a positive effect on emotional exhaustion. In addition, work life conflict has a negative influence on organizational citizenship behavior, whereas work life conflict is found to have no effect on job embeddedness. Furthermore, emotional exhaustion also has no effect on job embeddedness and organizational citizenship behavior. It shows that emotional exhaustion has no role as mediation between work life conflict towards job embeddedness and organizational citizenship behavior.