

Analisis pengaruh organizational emotional intelligence kepada intention to leave pada karyawan gen Y instansi pemerintah XYZ melalui mediasi affective commitment dan job satisfaction = The influence of organizational emotional intelligence on intention to leave amongst gen Y employees of government agency XYZ: the mediating role of affective commitment and job satisfaction

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Abstrak

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Fenomena job-hopping atau kutu loncat bagi angkatan kerja gen Y merupakan permasalahan yang dihadapi oleh departemen SDM di perusahaan-perusahaan saat ini. Para ahli memperkirakan pada tahun 2020, gen Y akan memenuhi 50 tenaga kerja di dunia. Tingginya angka turnover pada karyawan gen Y menyebabkan perusahaan mulai beradaptasi dengan fenomena ini. Berbagai program dan tawaran disiapkan untuk menarik minat dan kesetiaan karyawan gen Y. Mulai dari gaji, work-life balance, hingga suasana kerja yang nyaman disiapkan perusahaan untuk menyambut angkatan kerja gen Y yang akan semakin banyak. Organizational emotional intelligence OEI adalah variabel dengan level iklim yang melibatkan norma dan kebiasaan karyawan di kantor yang merupakan indikator untuk mengukur iklim suasana kerja. Penelitian ini akan melihat bagaimana OEI dapat mempengaruhi intention to leave karyawan gen Y melalui mediasi sikap karyawan yang dihubungkan kepada variabel job satisfaction dan affective commitment. Dengan mensurvei karyawan di instansi pemerintah di Jakarta n=109, penelitian ini menemukan bahwa job satisfaction dan affective commitment memediasi dampak dari OEI pada intention to leave. Penelitian ini memberikan kontribusi untuk pemahaman yang lebih luas tentang persepsi dampak OEI terhadap sikap karyawan terhadap organisasi dan pekerjaan; dan bagaimana sikap ini berdampak pada intention to leave.

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ABSTRACT

The phenomenon of job hopping for the Y workforce is a problem faced by the HR departments of the companies today. Experts estimate by 2020, Y genes will meet 50 of the workforce in the world. The high number of turnover in gen Y employees cause companies to adapt to this phenomenon. Various programs and offers are set up to attract the interest and loyalty of gen Y employees. Starting from salary, work life balance, to a comfortable working atmosphere the company prepares to welcome the growing Y workforce. Organizational emotional intelligence OEI is a variable with a climate level that involves the norms and habits of employees in the office which is an indicator to measure the climate of work atmosphere. This study will look at how OEI can influence the intention to leave gen Y employees through mediation of employee attitudes that are linked to job satisfaction and affective commitment variables. By surveying employees at a government agency in Jakarta n 109, this study found that job satisfaction and affective commitment mediate the impact of OEI on intention to leave. This study contributes to a broader understanding of OEI 39 s impact perceptions on employee attitudes towards organization and employment and how this attitude affects the intention to leave.