

# Peran moderasi corporate ethical values dalam hubungan antara kepuasan karir, identifikasi organisasi, dan turnover intention pada karyawan generasi milenial di Jabodetabek = The moderating role of corporate ethical values in the relationship between career satisfaction, organizational identification, and turnover intention of millennial employees in Jabodetabek

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## Abstrak

Penelitian ini bertujuan untuk menganalisis corporate ethical values yang berperan sebagai quasi moderasi (sebagai variabel independen dan moderasi) dalam hubungan kepuasan karir, identifikasi organisasi, dan turnover intention. Penelitian ini dilakukan pada karyawan generasi milenial dengan jumlah sampel sebanyak 120 responden dari berbagai industri di wilayah Jabodetabek. Data dikumpulkan dengan menggunakan kuesioner dan kemudian diolah dengan metode Structural Equation Modeling (SEM). Hasil penelitian ini menunjukkan bahwa kepuasan karir dan corporate ethical values terbukti berpengaruh langsung terhadap turnover intention dan secara tidak langsung melalui mediasi parsial identifikasi organisasi. Sementara itu, pengaruh kepuasan karir terhadap turnover intention dan pada identifikasi organisasi terbukti dimoderasi oleh corporate ethical values, serta terbukti memoderasi pengaruh identifikasi organisasi terhadap turnover intention.

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This research has a purpose to examine the role of corporate ethical values as a quasi moderator (serves as the independent variable and moderation) in the relationship between career satisfaction, organizational identification, and turnover intention. This research was conducted to millennial employees with a sample the sample consists of 120 respondents from various industries in Jabodetabek area. The data was collected using a questionnaire and processed using Structural Equation Modeling (SEM) method. The result shows that career satisfaction and corporate ethical values have direct effect toward turnover intention and indirectly through partial mediation of organizational identification. Meanwhile, the influence of career satisfaction to turnover intention is proved to be moderated by corporate ethical values. And the influence of organizational identification to turnover intention is proved to be moderated by corporate ethical values.