

Pengaruh Supportive Learning Environment terhadap Retensi Karyawan dengan mediasi Psychological Capital dan Person - Organization Fit = The influence of Supportive Learning Environment toward Employee Retention with the mediation of Psychological Capital and Person - Organization Fit

Rr. Mayadewi Istyawardhani, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20493201&lokasi=lokal>

Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh supportive learning environment terhadap retensi karyawan dengan dimediasi oleh psychological capital dan person – organization fit. Penelitian ini menggunakan data yang didapatkan dari responden (n = 166) yang bekerja di sebuah perusahaan telekomunikasi, diolah dan dianalisis dengan menggunakan metode structural equation modeling. Hasil penelitian menunjukkan bahwa psychological capital memediasi secara parsial pengaruh supportive learning environment terhadap retensi karyawan dengan arah hubungan negatif. Artinya lingkungan kerja yang mendukung pembelajaran karyawan menyebabkan meningkatnya psychological capital namun mengakibatkan menurunnya retensi karyawan. Hasil lainnya mengungkapkan person – organization fit memediasi secara parsial pengaruh positif supportive learning environment terhadap retensi karyawan. Disimpulkan bahwa adanya supportive learning environment mempengaruhi peningkatan person-organization fit dan kemudian meningkatkan retensi karyawan.

This research aims to analyze the effect of supportive learning environment on employee retention through person-organization fit and psychological capital as mediators. This research is using data obtained from 166 employees who work in a telecommunication company. The data processed and analyzed using the structural equation modeling method. The results demonstrate that psychological capital partially mediates the influence of supportive learning environment toward employee retention in negative direction. This means that the supportive learning environment causing the increasing psychological capital but later resulted in a decrease in employee retention. Another result reveals that the person – organization fit partially mediates the positive influence of supportive learning environment against the retention of employees. It is concluded that the provision of supportive learning environment affects the increase of person-organization fit and then increase the retention of employees.