

Analisis Pengaruh Antara Perceived Training dan Development Dengan Intention To Stay Melalui Mediasi Work Attitudes Pada Karyawan di Jabodetabek = Analysis of the Influence Between Perceived Training and Development with Intention To Stay Through Mediation of Work Attitudes at Employees in Jabodetabek Abstract

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Abstrak

Skripsi ini bertujuan untuk mengetahui pengaruh pelatihan dan pengembangan yang diberikan karyawan terhadap keinginan untuk tinggal di sebuah perusahaan yang dimiliki karyawan dengan dimediasikan sikap kerja. Subjek penelitian menggunakan 125 orang pegawai. Data dikumpulkan menggunakan kuesioner dan diolah menggunakan analisis regresi berganda. Dari hasil penelitian diketahui bahwa adanya pengaruh Perceived Training and Development terhadap 2 variabel work attitudes yaitu Job satisfaction dan Employee Engagement dan juga kedua variabel tersebut mempengaruhi secara positif terhadap Intention to Stay dan dapat dikatakan bahwa kedua variabel Job satisfaction dan Employee Engagement dapat menjadi variabel mediasi antara Perceived Training and Development dan Intention to Stay.

.....This paper aims to determine the effect of training and development provided by employees on the intention to stay in a company owned by employees with mediated work attitudes. The research subjects used 125 respondents. Data was collected using a questionnaire and processed using multiple regression analysis. From the results of the study it is known that the influence of Perceived Training and Development on two work attitudes variables, namely Job satisfaction and Employee Engagement and also both variables positively influenced Intention to Stay and can be said that both Job satisfaction and Employee Engagement variables can be mediating variables between Perceived Training and Development and Intention to Stay.