

Analisis pengaruh perceived job quality dan burnout terhadap intention to stay yang dimediasi job satisfaction pada karyawan perusahaan =
Causal analysis of perceived job quality and burnout toward intention to stay mediated by job satisfaction of company employees

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Abstrak

Turnover masih menjadi permasalahan utama bagi setiap perusahaan. Banyak faktor yang menyebabkan hal tersebut salah satunya kualitas pekerjaan yang buruk serta kelelahan emosional yang dialami para karyawan. Sehingga secara tidak langsung kepuasan kerja karyawan menjadi terpengaruh. Penelitian ini bertujuan untuk mengetahui pengaruh dari perceived job quality dan burnout terhadap intention to stay yang dimana hubungannya akan dimediasi oleh job satisfaction dengan menggunakan metode Structural Equation Modeling (SEM). Data penelitian diperoleh dari 382 karyawan perusahaan yang berdomisili di Indonesia melalui kuesioner yang disebar secara daring. Hasil penelitian menunjukkan bahwa perceived job quality memiliki pengaruh positif terhadap intention to stay, sedangkan burnout memiliki pengaruh negatif terhadap intention to stay. Selain itu dikarenakan terdapat hubungan langsung dan tidak langsung yang berasal dari perceived job quality dan burnout terhadap intention to stay, ditemukan bahwa job satisfaction dapat memediasi hubungan dari ketiga variabel tersebut.

.....Turnover is still a major problem for every company. Many factors can cause it, one of which is poor work quality and emotional exhaustion experienced by employees. So indirectly, employee job satisfaction is affected. This study aims to determine the effect of perceived job quality and burnout on intention to stay in which the relationship will be mediated by job satisfaction using the Structural Equation Modeling (SEM) method. Research data were obtained from 382 company employees who are domiciled in Indonesia through a questionnaire distributed online. The results showed that perceived job quality has a positive effect on intention to stay, while burnout has a negative effect on intention to stay. In addition, because there are direct and indirect relationships that originate from perceived job quality and burnout to intention to stay, it was found that job satisfaction can mediate the relationships of these three variables.<i/>