

Analysis Pengaruh Organizational Climate terhadap Job Satisfaction dan Intention To Leave yang Dimediasi oleh Organizational Commitment Anggota pada Organisasi Nirlaba = Causal Analysis of Organizational Climate towards Job Satisfaction and Intention to Leave Mediated by Organizational Commitment of Non-profit Organization

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh dari organizational climate terhadap job satisfaction dan intention to leave dengan organizational commitment sebagai mediasi menggunakan metode Structural Equation Modelling (SEM). Sebanyak 238 responden yang merupakan anggota organisasi nirlaba di Indonesia berhasil dikumpulkan. Hasil penelitian menunjukkan bahwa organizational climate memiliki pengaruh positif terhadap job satisfaction dan pengaruh negatif terhadap intention to leave, sedangkan organizational commitment memediasi secara parsial kedua hubungan tersebut. Hasil tersebut diharapkan dapat menjadi referensi manajerial di organisasi nirlaba.

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This study aims to determine the effect of organizational climate on job satisfaction and intention to leave with organizational commitment as the mediation using the Structural Equation Modelling (SEM) method. A total of 238 respondents who are members of non-profit organizations in Indonesia were collected. The results showed that organizational climate has a positive effect on job satisfaction and a negative effect on intention to leave, while organizational commitment partially mediates between the two relationships. It is expected to be a managerial reference in a non-profit organization.</i>