

Pengaruh Ethical Leadership Dan Organizational Culture Terhadap Tingkat Turnover Intentions Melalui Job Satisfaction Sebagai Variabel Mediasi di PT Andalan Fluid Sistem = The Influence of Ethical Leadership on Turnover Intentions: The Mediating Role of Job Satisfaction

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Abstrak

PT. Andalan Fluid Sistem memiliki permasalahan dalam penanaman organizational culture dan penerapan tata kelola yang baik sehingga berpotensi memiliki hasil ethical leadership dan job satisfaction yang rendah, yang menghasilkan turnover intentions yang tinggi. Penelitian ini bertujuan untuk menganalisis hubungan antara ethical leadership (X1) dan organizational culture (X2) terhadap turnover intentions (Y) secara langsung dan melalui job satisfaction (Z) sebagai variabel mediasi serta menganalisis efek mediasi dari job satisfaction terhadap turnover intentions pada staff karyawan PT. Andalan Fluid Sistem. Metode penelitian yang digunakan yaitu penelitian kuantitatif. Kuesioner disebarakan pada 336 karyawan PT. Andalan Fluid Sistem. Analisis data pre-test menggunakan factor analysis, uji validitas dan uji reliabilitas serta analisis jalur dengan Structural Equation Modelling (SEM). Hasil penelitian menunjukkan bahwa terdapat pengaruh positif signifikan antara X1 dan X2 terhadap Z, pengaruh positif signifikan antara X1 dan Y, pengaruh negatif tidak signifikan antara X2 dan Y serta pengaruh negatif signifikan antara Z dan Y. Penelitian ini diharapkan dapat menambah kajian teoritis pembelajaran manajemen sumber daya manusia serta menjadi rujukan bagi pihak terkait dalam memformulasikan kebijakan yang dapat meningkatkan perkembangan perusahaan dan mencegah turnover yang tinggi.

.....PT. Andalan Fluid Sistem has problems in the organizational culture cultivation and good governance implementation thereby have a potential to have low results of ethical leadership and job satisfaction, which resulted in high turnover intentions. This research aims to analyze the correlation between ethical leadership (X1) and organizational culture (X2) towards turnover intentions (Y) directly and through job satisfaction (Z) as mediation variable and to analyze the mediation effect of job satisfaction towards turnover intentions in employee staffs of PT. Andalan Fluid Sistem. The research method used is quantitative research. Questionnaires are distributed to 336 employees of PT. Andalan Fluid Sistem. The pre-test data analysis used factor analysis, validity and reliability tests and path analysis by Structural Equation Modelling (SEM). The research results showed that there is a significant positive effect between X1 and X2 towards Z, a significant positive effect between X1 and Y, an insignificant negative effect between X2 and Y and a significant negative effect between Z and Y. This research is expected to add to the theoretical study of the human resource management learning as well as become a reference for related parties in formulating policies that can improve the company's development and prevent high turnover.