

Pengaruh Workplace Bullying dan Perceived Supervisor Support Terhadap Turnover Intention Pada Karyawan Perbankan di Indonesia dengan Work-Family Conflict Sebagai Mediator = The Influence Of Workplace Bullying And Perceived Supervisor Support On Turnover Intention Among Banking Employees In Indonesia With Work-Family Conflict As A Mediator

Ayu Putri Pertiwi, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20528980&lokasi=lokal>

Abstrak

Penelitian ini bertujuan untuk menginvestigasi bagaimana turnover intention dapat muncul di industri perbankan dengan melihat adanya pengaruh dari workplace bullying dan perceived supervisor support serta pengaruh mediasi dari work-family conflict. Data yang didapatkan berasal dari 200 responden di mana hipotesis diuji dengan menggunakan Structural Equation Modeling (SEM). Studi ini menunjukkan bahwa terdapat pengaruh positif antara workplace bullying dan perceived supervisor support terhadap turnover intention, baik langsung maupun dengan mediasi work-family conflict. Adapun ditemukan bahwa perceived supervisor support tidak memiliki pengaruh signifikan terhadap work-family conflict dan turnover intention.This study aims to investigate how turnover intention can arise in the banking industry by looking at the influence of workplace bullying and perceived supervisor support as well as the influence of mediation from work-family conflict. The data obtained came from 200 respondents where the hypothesis was tested using Structural Equation Modeling (SEM). This study shows that there is a positive influence between workplace bullying and perceived supervisor support on turnover intention, both directly and with work-family conflict mediation. It was found that perceived supervisor support did not have a significant influence on work-family conflict and turnover intention.