

Workplace Ostracism dan Turnover Intention pada Pegawai Negeri Sipil Generasi Y: Model Mediasi Rantai Ganda Organizational Based Self-Esteem dan Job Satisfaction = Workplace Ostracism and Turnover Intention in Generation Y Civil Servants: A Dual Chain Mediation Model of Organizational Based Self-Esteem and Job Satisfaction

Lelaki Indy Shidqy, author

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Abstrak

Penelitian terdahulu telah menunjukkan adanya hubungan antara Workplace Ostracism (WO) dan Turnover Intention (TI). Penelitian ini mencoba untuk mengeksplorasi peran mediasi dari organizational based self-esteem (OBSE) dan Job Satisfaction (JS) terhadap WO dan TI. Penelitian ini juga mencoba untuk mengeksplorasi peran mediasi rantai ganda OBSE dan JS terhadap WO dan TI. Data yang digunakan berasal dari kuesioner yang disebar kepada 435 responden yang merupakan Pegawai Negeri Sipil generasi Y. Penelitian ini menunjukkan adanya hubungan mediasi oleh OBSE, namun tidak menunjukkan adanya hubungan mediasi oleh JS. Penelitian ini telah memperdalam pengetahuan mengenai proses psikologis dari peran OBSE pada pengaruh WO terhadap TI yang belum tereksplorasi pada penelitian-penelitian sebelumnya.

.....Previous research has shown a relationship between Workplace Ostracism (WO) and Turnover Intention (TI). This study attempts to explore the mediating role of organizational based self-esteem (OBSE) and Job Satisfaction (JS) on WO and IT. This study also attempts to explore the mediating role of the dual chain of OBSE and JS on WO and IT. The data used comes from questionnaires distributed to 435 respondents who are civil servants of the Y generation. This research shows that there is a mediation relationship by OBSE, but does not show a mediation relationship by JS. This study has deepened knowledge about the psychological processes of the role of OBSE on the influence of WO on IT which has not been explored in previous studies.