

Pengaruh Organizational Commitment dan Job Satisfaction terhadap Turnover Intention (Studi pada: PT. XYZ) = The Influence of Organizational Commitment and Job Satisfaction on Turnover Intention to (A study on PT. XYZ)

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh job satisfaction dan organizational commitment terhadap turnover intention. Penelitian ini menggunakan pendekatan kuantitatif dengan jumlah sampel sebanyak 157 responden dari karyawan non manajer yang berstatus tetap pada PT. XYZ dengan metode non-probability sampling yaitu convenience sampling. Analisis data menggunakan metode simple regression dan multiple regression. Pengukuran variabel job satisfaction menggunakan pengukuran dari Spector (1997), variabel organizational commitment menggunakan teori dari Mowday et al, (1979), dan variabel turnover intention menggunakan teori dari Mobley (1978). Hasil pada penelitian ini menemukan bahwa job satisfaction memiliki pengaruh negatif dan signifikan terhadap turnover intention; organizational commitment yang juga memiliki pengaruh negatif dan signifikan terhadap organizational commitment; job satisfaction tidak berpengaruh secara parsial dan organizational commitment berpengaruh negatif signifikan secara parsial.

.....This study aims to analyze the effect of job satisfaction and organizational commitment on turnover intention. This study uses a quantitative approach with a total sample of 157 respondents from non-manager employees who have permanent status at PT. XYZ with the non-probability sampling method, namely convenience sampling. Data analysis uses simple regression and multiple regression methods. Job satisfaction variable measurements using measurements from Spector (1997), organizational commitment variables using theories from Mowday et al, (1979), and turnover intention variables using theories from Mobley (1978). The results of this study found that job satisfaction has a negative and significant effect on turnover intention; organizational commitment which also has a negative and significant effect on organizational commitment; job satisfaction does not have a partial effect and organizational commitment have a significant negative effect partially.