

Pengaruh Entrepreneurial Leadership dan Perceived Organizational Support terhadap Turnover Intention dengan Affective Organizational Commitment sebagai Variabel Mediasi pada Karyawan Perusahaan Startup di Indonesia = The Effect of Entrepreneurial Leadership and Perceived Organizational Support on Turnover Intention with Affective Organizational Commitment as Mediation Variable for Employees of Startup Companies in Indonesia

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Abstrak

Penelitian ini bertujuan untuk menguji kembali hubungan pengaruh antara entrepreneurial leadership dan perceived organizational support yang dimediasi oleh affective organizational commitment terhadap turnover intention pada karyawan perusahaan startup di Indonesia. Penelitian ini menitik beratkan pada peran entrepreneurial leadership dan perceived organizational support yang masih jarang diteliti di negara berkembang, seperti Indonesia. Pengumpulan data dilakukan dengan metode survei, didapatkan responden sejumlah 274 karyawan perusahaan startup yang tersebar di seluruh Indonesia. Pengolahan data menggunakan SEM LISREL 8.51 menunjukkan hasil bahwa entrepreneurial leadership secara signifikan memiliki pengaruh positif terhadap turnover intention dan perceived organizational support secara signifikan memiliki pengaruh negatif terhadap turnover intention. Selain itu, penelitian juga menemukan hasil bahwa affective organizational commitment secara signifikan memiliki pengaruh negatif terhadap turnover intention. Kemudian, terdapat hubungan positif signifikan antara entrepreneurial leadership dan perceived organizational support terhadap affective organizational commitment. Terbukti juga bahwa affective organizational commitment memediasi hubungan antara entrepreneurial leadership dan perceived organizational support dengan turnover intention secara parsial. Sebagai penutup, studi ini menjelaskan implikasi manajerial terkait entrepreneurial leadership, perceived organizational support, affective organizational commitment, dan turnover intention pada perusahaan dan karyawan startup di Indonesia.This study aims to re-examine the relationship of influence between entrepreneurial leadership and perceived organizational support mediated by affective organizational commitment to turnover intention among employees of startup companies in Indonesia. This research focuses on the role of entrepreneurial leadership and perceived organizational support which is still rarely studied in developing countries, such as Indonesia. The data was collected using a survey method, with a total of 274 employees of startup companies scattered throughout Indonesia. Data processing using SEM LISREL 8.51 shows that entrepreneurial leadership has a significant positive effect on turnover intention and perceived organizational support has a significant negative effect on turnover intention. In addition, the study also found that the affective organizational commitment has a significant negative effect on turnover intention. Then, there is a significant positive relationship between entrepreneurial leadership and perceived organizational support on affective organizational commitment. It is also proven that affective organizational commitment mediates the relationship between entrepreneurial leadership and perceived organizational support with partial turnover intention. The closing of this study explains the managerial implications related to entrepreneurial leadership, perceived organizational support, affective organizational

commitment, and turnover intention to startup companies and employees in Indonesia.