

Pengaruh Manajemen Karier dalam Organisasi dan Kesesuaian Individu dengan Organisasi terhadap Intensi Turnover yang Dimediasi oleh Kepuasan Kerja dan Dimoderasi oleh Dukungan Karier oleh Pemimpin pada Karyawan Milenial Lembaga Keuangan. = The Effect of Organizational Career Management and Person-Organization Fit on Turnover Intention Mediated by Job satisfaction and Moderated by Leadership Career Support among Millennial Employees in the Financial Institutions

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Abstrak

Penelitian ini bertujuan untuk menguji hubungan pengaruh antara Organizational career management dan Person-Organization Fit yang dimediasi oleh Job satisfaction dan dimoderasi oleh Leadership Career Support terhadap turnover intention karyawan tetap milenial Lembaga Keuangan. Pengumpulan data dilakukan dengan metode survei secara online dan didapatkan responden sebanyak 209 karyawan milenial yang bekerja di berbagai sektor Lembaga keuangan. Pengolahan data pada penelitian ini menggunakan Structural Equation Modelling (SEM) dengan perangkat lunak LISREL versi 8.5. Hasil penelitian menunjukkan bahwa Person-Organization Fit memiliki pengaruh signifikan yang positif terhadap turnover intention karyawan milenial. Organizational career management, Person-Organization Fit, dan Leadership Career Support juga secara signifikan memiliki pengaruh positif terhadap job satisfaction. Selain itu, terbukti juga bahwa job satisfaction memediasi hubungan antara Person-Organization Fit terhadap turnover intention.

.....This study aims to examine the relationship between Organizational career management and Person-Organization Fit mediated by Job satisfaction and moderated by Leadership Career Support on turnover intention among millennial employees of financial institutions. Data of this research was collected by using online survey method and received 209 respondents of millennial employee who work in various sectors of financial institutions. Data was analyzed using Structural Equation Modeling (SEM) method with LISREL version 8.5. The results of the study indicate that Person-Organization Fit has a positive significant effect on the turnover intention of millennial employees. Organizational career management, Person-Organization Fit, and Leadership Career Support also have a significant positive effect on job satisfaction. In addition, it is also proven that job satisfaction mediates the relationship between Person-Organization Fit on turnover intention.