

Hubungan antara Workplace incivility dengan turnover intention: peran grit sebagai moderator = Relationship between Workplace Incivility and Turnover Intention: Role of Grit as Moderator

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Abstrak

Penelitian ini bertujuan untuk melihat peran grit sebagai moderator terhadap hubungan antara workplace incivility dengan turnover intention. Penelitian ini adalah penelitian korelasional yang menggunakan metode survey untuk pengambilan data. Data penelitian diambil dengan cara menyebarkan kuesioner via google form online kepada 250 karyawan perbankan di PT.XYZ dan diperoleh 178 responden dengan response rate 71%. Penelitian ini menggunakan teknik analisis regresi HAYES model 1 menggunakan program SPSS dan didapatkan $p = 0.22 > 0.05$. Hasil penelitian menunjukkan bahwa grit tidak memoderasi hubungan antara workplace incivility dengan turnover intention. Hasil penelitian ini berkontribusi dalam penambahan literatur terkait dengan peran faktor internal individu dalam memoderasi hubungan antara workplace incivility dengan turnover intention.

.....This study aims to examine the role of grit as a moderator of the relationship between workplace incivility and turnover intention. This research is a correlational study that uses survey methods to collect data. The research data was taken by distributing questionnaires via online google form to 250 banking employees at PT.XYZ and obtained 178 respondents with a response rate of 71%. This study uses the HAYES model 1 regression analysis technique using the SPSS program with the result $p = 0.22 > 0.05$. This results showed that grit did not moderate the relationship between workplace incivility and turnover intention. The results of this study contribute to the addition of literature related to the role of individual internal factors in moderating the relationship between workplace incivility and turnover intention.