

ANALISIS PENGUJIAN MODEL FAKTOR PENENTU KEINGINAN KARYAWAN UNTUK BERPINDAH

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ABSTRACT

This study examines direct and indirect effect pay satisfaction, job satisfaction, and organizational commitment upon the turnover intentions. A number of models have been developed to explain turnover behavior. The common theme that emerges from these models is that turnover behavior is a multistage process that includes attitudinal, decisional, and behavioral component.

The purpose of this study was to assess what model accurately portrays the relationship among pay satisfaction, job satisfaction, and organizational commitment upon the turnover intentions.

The respondents are employees who work for hotel industries. The sampling method used convenience sampling. There are 132 questionnaires to be collected and entered into analysis.

Data analysis research that used is structural equation modeling with AMOS program applications. The hypothesized relationship was formulated as a causal model. The study found that both pay satisfaction and job satisfaction have direct and indirect significant effects on turnover intent. Both pay satisfaction and job satisfaction also demonstrate significant influence on organizational commitment.

Key words: Pay satisfaction, job satisfactions, organizational commitmen, turnover intent, antecedent.