

Multidimensional komitmen organisasional sebagai mediator dalam hubungan kepuasan kerja dan keinginan berpindah kerja

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Abstrak

Many researchers in behavioural organizational science found that multidimensional effect of commitment variables - effective commitment and normative commitment - have different influence to turnover intention. This research aims to investigate influence multidimensional effect of commitment to turn over intention and to analyze multidimensional of commitment as mediator variables. Quesionaires distribute among lectures and nurses of Sultan Agung Foundation amounting 59 respondents. The result using regression analysis find that all of multidimensional of commitment have no signifinance to turn over intention and discussed deeply in discussion session.