

Pengaruh Job Embeddedness dan Job Satisfaction terhadap Organizational Trust = The influence of Job Embeddedness and Job Satisfaction to Organizational Trust

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Abstrak

Akibat besarnya kerugian yang ditimbulkan turnover, dua area penelitian telah berkembang, yaitu (1) area yang meneliti alasan-alasan mengapa individu meninggalkan pekerjaannya (employee turnover) dan (2) area yang meneliti alasan-alasan mengapa individu bertahan dalam pekerjaannya (employee retention). Penelitian ini meneliti tiga variabel yang termasuk dalam pendekatan retensi karyawan, yaitu job embeddedness, job satisfaction, dan organizational trust. Penelitian ini menguji job embeddedness terhadap organizational trust dengan juga menguji efek dari job satisfaction terhadap organizational trust. Dihipotesiskan bahwa baik job embeddedness maupun job satisfaction akan mempengaruhi organizational trust secara positif dan signifikan, di mana efek job embeddedness terhadap organizational trust akan lebih besar daripada efek job satisfaction. Hasil pengujian persamaan model struktural dengan pendekatan regresi berganda yang dilakukan terhadap data yang diperoleh dari 203 partisipan menunjukkan bahwa job embeddedness mempengaruhi organizational trust secara positif dan signifikan (koefisien regresi = 0.82) sedangkan pengaruh job satisfaction terhadap organizational trust adalah negatif dan tidak signifikan (koefisien regresi = -0.07). Dengan demikian, job embeddedness mampu mempengaruhi organizational trust lebih baik dari job satisfaction.

<hr>Due to significant losses caused by turnover, two research areas have emerged (1) area studying the reasons why an individual leaves his/her job (employee turnover) and (2) area studying the reasons why an individual retains his/her job (employee retention). This research studies three variables included in retention research approach, which are job embeddedness, job satisfaction, and organizational trust. The influence of job embeddedness and job satisfaction to organizational trust is the focus of this research. It is hypothesized that both job embeddedness and job satisfaction will positively and significantly influence organizational trust. Results from structural equation modeling with multiple regression approach to data gathered from 203 participants shows that job embeddedness is positively and significantly influence organizational trust (regression coefficient = 0.82) while job satisfaction shows a negative and non significant result (regression coefficient = - 0.07). Thus, job embeddedness appears to be a better predictor for organizational trust than job satisfaction.