

Pengaruh person organization fit terhadap turnover intention dengan kepuasan kerja sebagai variabel mediasi (studi pada karyawan tetap kantor pusat PT Bank Syariah Mandiri) = The effect of person organization fit on turnover intention with the mediating role of job satisfaction (a study on permanent employees at PT Bank Syariah Mandiri head office)

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Abstrak

Penelitian ini bertujuan untuk menguji pengaruh person-organization fit (P-O fit) terhadap turnover intention dengan mempertimbangkan kepuasan kerja sebagai variabel mediasi. P-O fit diukur menggunakan konsep multidimensi P-O fit yaitu supplementary fit, complementary fit, needs-supplies fit and demands-abilities fit (Piasentin, 2007); kepuasan kerja diukur dengan Michigan Organizational Assessment Questionnaire (Cammann et al. 1979) dan turnover intention diukur dengan model revisi Mobley, Horner and Hollingsworth (1978). Data penelitian dikumpulkan melalui survei kuantitatif dengan sampel sebanyak 100 orang karyawan tetap di PT Bank Syariah Mandiri, yang diambil menggunakan teknik non-probability purposive sampling. Penelitian ini menggunakan analisis korelasi, regresi bertingkat dan bootstrap untuk menguji pengaruh langsung dan pengaruh mediasi di antara variabel-variabel kunci.

Hasil uji korelasi menunjukkan bahwa terdapat korelasi yang negatif dan moderat antara P-O fit dan turnover intention, korelasi yang positif dan kuat antara P-O fit dan kepuasan kerja, serta korelasi yang negatif dan moderat antara P-O fit dan turnover intention. Analisis regresi sederhana mengindikasikan bahwa P-O fit merupakan prediktor kepuasan kerja yang signifikan, serta P-O fit dan kepuasan kerja masing-masing merupakan prediktor turnover intention yang signifikan.

Hasil Bootstrapping memberi bukti bahwa pengaruh tidak langsung P-O fit terhadap turnover intention melalui kepuasan kerja signifikan secara statistik. Sejalan dengan penelitian terdahulu, hasil analisis regresi bertingkat mengkonfirmasi bahwa kepuasan kerja memediasi hubungan P-O fit dan turnover intention sebagai mediator penuh. Dalam pembahasannya juga didiskusikan hasil dan implikasi serta rekomendasi untuk penelitian selanjutnya.

.....This study aims to examine the effect of person-organization-fit (P-O fit) on employee turnover intention by considering job satisfaction as a mediating variable. Multidimensional P-O fit, namely supplementary fit, complementary fit, needs-supplies fit and demands-abilities fit (Piasentin, 2007), Michigan Organizational Assessment Questionnaire (Cammann et al. 1979) and Mobley, Horner and Hollingsworth's (1978) revised model were used to measure P-O fit, job satisfaction and turnover intention. A quantitative survey was conducted on a non-probability (purposive) sample of 100 permanent employees working at PT Bank Syariah Mandiri.

Correlation, multistage regression and bootstrap were used to test the direct and mediating relationship between key variables. The results uncovered that there was a moderate negative correlation between P-O fit and turnover intention, a strong positive correlation between P-O fit and job satisfaction, and a moderate negative correlation between job satisfaction and turnover intention. The simple regression analysis showed that P-O fit was a significant predictor of job satisfaction and both P-O fit and job satisfaction were

significant predictors to turnover intention.

Bootstrapping test revealed a statistical support for the indirect effect of P-O fit on turnover intention through job satisfaction. Moreover, the results of multistage regression analysis confirmed that job satisfaction significantly mediated the relationship between P-O fit and turnover intention as a full mediator. The results and implications of the study were discussed and recommendations for future research were addressed.