

The influence of human resource management practices on employee retention with person organization fit and organizational citizenship behavior as mediating variables: case study Nielsen Indonesia = Pengaruh praktik sumber daya manusia terhadap retensi karyawan dengan person-organization fit dan organizational citizenship behavior sebagai variabel mediasi: studi kasus Nielsen Indonesia

Dian Fadhila, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20431529&lokasi=lokal>

Abstrak

Penelitian ini dilakukan untuk mengetahui faktor-faktor yang mempengaruhi retensi karyawan di Nielsen Indonesia dengan menganalisis beberapa faktor, yaitu praktek manajemen sumber daya manusia (kompensasi, pelatihan, keseimbangan kehidupan kerja, dan pengembangan karir), person-organization fit dan organizational citizenship behavior (OCB). Analisis model persamaan struktural (N=120) mengungkapkan bahwa hubungan antara praktek manajemen sumber daya manusia dan retensi karyawan dimediasi sebagian oleh person-organization fit dan organizational citizenship behavior (OCB).

.....

This study was conducted to investigate the factors that influenced employee retention in Nielsen Indonesia by analyzing several factors, namely human resource management (HRM) practices (compensation, training, work-life balance, and career development), person-organization fit and organizational citizenship behavior (OCB). Structural equation modelling analysis (N = 120) revealed that relations between employees' evaluations of HRM practices and the employee retention were partially mediated by perceptions on person-organization fit and OCB.