

Pengaruh Authentic Leadership terhadap Turnover Intention dengan Organizational Commitment Sebagai Variabel Mediasi (Studi Pada Kantor Pusat PT XYZ di Jakarta) = The Effect of Authentic Leadership on Turnover Intention with Organizational Commitment as a Mediating Variable (Study on PT XYZ Head Office in Jakarta)

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Abstrak

Penelitian ini bertujuan untuk menguji pengaruh authentic leadership terhadap turnover intention dengan organizational commitment sebagai variabel mediasi. Variabel authentic leadership diukur dengan menggunakan indikator dari Authentic Leadership Inventory (ALI) oleh Neider dan Schriesheim, untuk variabel turnover intention menggunakan beberapa indikator dari Mobley et al. dan yang terakhir untuk variabel organizational commitment diukur menggunakan beberapa indikator dari Mowday et al. Penelitian ini menggunakan pendekatan kuantitatif, pengumpulan data yang dilakukan melalui penyebaran kuesioner online dan offline dengan jumlah responden terkumpul sebanyak 105. Analisis data pada penelitian ini dilakukan dengan analisis deskriptif, analisis regresi, analisis mediasi (causal step) dan analisis sobel test. Hasil penelitian menunjukkan bahwa authentic leadership secara signifikan memengaruhi turnover intention. Authentic leadership secara signifikan memengaruhi organizational commitment. Berdasarkan hasil uji mediasi yang telah dilakukan, terdapat pengaruh mediasi signifikan Organizational Commitment pada pengaruh Authentic Leadership terhadap Turnover Intention.

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This study aims to examine the effect of authentic leadership on turnover intention with organizational commitment as a mediating variable. The authentic leadership variable was measured by several indicators from Authentic Leadership Inventory (ALI) by Neider and Schriesheim, for the variable turnover intention by several indicators from Mobley et al. and the last for organizational commitment variable was measured by several indicators from Mowday et al. This research used a quantitative approach, collecting data by distributing online and offline questionnaires with 105 respondents collected. Data analysis in this study was conducted by descriptive analysis, regression analysis, mediation analysis (causal step) and sobel test analysis. The results show that authentic leadership significantly affected turnover intention. Authentic leadership significantly influences organizational commitment. Based on the results of mediation tests, there is a significant mediation effect of Organizational Commitment on the influence of Authentic Leadership on Turnover Intention.</i>