

Pengaruh Perceived Supervisor Support dan Organizational Commitment terhadap Employee Turnover Intention dan Task Performance yang Dimediasi oleh Self-Efficacy = The Effect of Perceived Supervisor Support and Organizational Commitment to Employee Turnover Intention and Task Performance Mediated by Self-Efficacy

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh Perceived Supervisor Support dan Organizational Commitment terhadap Employee Turnover Intention dan Task Performance pada karyawan perusahaan DKI Jakarta yang bekerja dibawah pengawasan supervisor dan telah bekerja selama enam bulan dalam waktu yang berurutan. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan cross-sectional design dan metode convenience sampling dan purposive sampling untuk mengumpulkan data primer. Sampel penelitian ini diperoleh dari 399 karyawan perusahaan DKI Jakarta dan pengolahan data dilakukan dengan metode Structural Equation Model (SEM). Hasil penelitian ini menunjukkan bahwa Perceived Supervisor Support tidak memengaruhi Employee Turnover Intention dan juga Task Performance. Lalu, Organizational Commitment juga tidak memengaruhi Employee Turnover Intention. Namun, Organizational Commitment memiliki pengaruh positif terhadap Task Performance. Tiga hubungan mediasi penuh juga ditemukan dan satu hubungan mediasi parsial.

.....This study aims to study the influence of Supervisory Commitments and Organizational Commitments on Employee Change Intentions and Task Performance on DKI Jakarta company employees who work under supervisory supervision and have worked for six months in a sequence. This research is a quantitative study using cross-sectional design and convenience sampling and purposive sampling methods for primary data collection. The research sample was obtained from 399 DKI Jakarta companies and data processing was carried out using the Structural Equation Model (SEM) method. The results of this study indicate that Perceived Support Supervisor does not affect Employee Turnover Intentions and also Job Performance. Then, Organizational Commitment also does not affect Employee Turnover Intentions. However, Organizational Commitment has a positive influence on Task Performance. Three full mediation relationships were also found and one partial mediation relationship.