

Pengaruh Employee Well-Being terhadap Turnover Intention (Studi pada Karyawan Generasi Y Perusahaan Swasta di Jakarta) = Effect of Employee Well-Being on Turnover Intention (Study of Generation Y Employees from Private Sector Companies in Jakarta)

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Abstrak

Penelitian ini bertujuan untuk mempelajari pengaruh empat tipe employee well-being berdasarkan model circumplex, yaitu work engagement, job satisfaction, burnout, dan workaholism, terhadap turnover intention. Penelitian ini juga melihat peran moderasi dari religiosity terhadap pengaruh work engagement dan turnover intention. Fokus penelitian ini adalah karyawan generasi Y di perusahaan swasta, karena penelitian sebelumnya menunjukkan bahwa karyawan generasi Y memiliki kecenderungan untuk memiliki turnover intention yang tinggi. Penelitian dilakukan kepada karyawan generasi Y perusahaan swasta di Jakarta. Analisa data menggunakan Structural Equation Model pada AMOS. Hasil penelitian menunjukkan bahwa job satisfaction memiliki pengaruh yang negatif dan signifikan kepada turnover intention, dan burnout serta workaholism memiliki pengaruh yang positif dan signifikan kepada turnover intention. Namun, tidak ditemukan pengaruh work engagement terhadap turnover intention serta peran moderasi religiosity pada pengaruh work engagement terhadap turnover intention. Sehingga, organisasi perlu memperhatikan kesejahteraan karyawannya dan melakukan tindakan untuk meningkatkan kepuasan kerja, mengurangi burnout yang dialami karyawan dan menghindarkan karyawan dari menjadi workaholik untuk mengurangi kemungkinan turnover intention.

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The purpose of this thesis is to study the effect of the four types of employee well-being based on circumplex model: work engagement, job satisfaction, burnout, and workaholism, to turnover intention. This study also explores the moderating role of religiosity to work engagement and turnover intention relationship. The focus of this study is on generation Y employees in the private sector, as previous studies showed that due to their characteristics, generation Y employees are prone to high turnover intention. The study was conducted on generation Y employees from private sector companies in Jakarta. The data were analyzed using Structural Equation Model on AMOS. The results showed that job satisfaction negatively and significantly affected turnover intention. However, burnout and workaholism positively and significantly influenced turnover intention. However, there was no significant effect found on work engagement to turnover intention and the moderating role of religiosity. It implied that organizations should concern about their employees well-being and ensure their employees satisfaction, lessen employees burnout and avoid the employees to become workaholics to minimize the turnover intention.