

Pengaruh Subjective Fit Perception, Job Insecurity Dan Personal Resources Terhadap Turnover Intention Dengan Work Engagement Sebagai Mediasi Pada Karyawan Di Perusahaan Start-Up = The Effect Of Subjective Ft Perception, Job Insecurity And Personal Resources On Turnover Intention With Work Engagement As Mediation On Employees In Start-Up Companies

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Abstrak

Sumber daya manusia termasuk dalam salah satu aspek utama dalam sebuah perusahaan start-up yang dianggap sebagai investasi paling mahal dan aset berharga. Makalah ini menguji model integratif untuk peran mediasi work engagement pada pengaruh person-job fit, person-organization fit, job insecurity dan personal resources pada turnover intention. Data dikumpulkan dari 317 karyawan di perusahaan start-up di Indonesia melalui kuesioner online. Structural Equation Modeling (SEM) digunakan untuk menganalisis keseluruhan model dan kausalitas antara masing-masing konstruk. Hasil penelitian ini mengungkapkan bahwa work engagement dapat memediasi pengaruh person-organization fit dan job insecurity terhadap turnover intention di kalangan karyawan start-up company secara keseluruhan. Dan juga work engagement secara parsial dapat memediasi pengaruh person-job fit dan job insecurity terhadap turnover intention. Sedangkan person-organization fit dan personal resources hanya mempengaruhi work engagement. Implikasi yang disarankan termasuk bahwa perusahaan harus memberikan keamanan posisi karyawannya dan memberi mereka kejelasan tentang pentingnya mereka di perusahaan. Selain itu, perusahaan dapat memberikan kegiatan untuk meningkatkan kompetensi karyawannya.

.....Human resources are included in one of the main aspects in a start-up company which is considered the most expensive investment and valuable asset. This paper examined an integrative model for the mediating role of work engagement on the effect of person-job fit, person-organization fit, job insecurity, and personal resources on turnover intention. Data were collected from 317 employees in start-up companies in Indonesia through an online questionnaire. Structural Equation Modeling (SEM) was used to analyze the overall fitness of the model and the causality between each construct. The result of this study revealed that work engagement can mediate the effect of person-organization fit and job insecurity on turnover intention among start-up company employees in full. And also work engagement can partially mediate the effect of person-job fit and job insecurity on turnover intention. Suggested implications include that company must give the security of its employee position and give them clarity of their importance in the company. In addition, the company can give activities to improve their employee competencies.