

Employee Of Development Program, Career Growth Opportunity Y, Dan Intention To Stay Generasi Milenial Di Indonesia: Analisis model Moderasi Mediasi = Employee Perception of Development, Career Growth Opportunity, and Intention to Stay of Millennials in Indonesia: Moderated Mediation Analysis Model

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Abstrak

Penelitian ini bertujuan untuk membahas dan menguji pengaruh dari employee perception of development dan career growth opportunity terhadap intention to stay para generasi milenial di Indonesia melalui mediasi dan moderasi dari job satisfaction dan supervisor support. Metode analisis SEM digunakan dalam proses pengujian hipotesis penelitian serta bantuan software SPSS statistik 23 dan LISREL 8.80 untuk melakukan pengolahan atas 500 sample data survey yang dihasilkan. Temuan penelitian menunjukkan bahwa intention to stay para karyawan generasi milenial di Indonesia secara signifikan dapat dijelaskan secara langsung oleh employee perception of development program dan career growth opportunity ataupun melalui mediasi variabel job satisfaction. Supervisor support juga memberikan kontribusi dalam meningkatkan pengaruh dari hubungan mediasi yang terjalin diantara keempat variabel tersebut. Hasil penelitian ini kemudian dapat dijadikan referensi dan bahan pertimbangan bagi para pihak-pihak yang berkepentingan, terutama para perusahaan, guna memperbaiki dan meningkatkan kuantitas serta kualitas dari item-item yang telah dibahas dalam rangka menurunkan turnover rate dan mencegah kerugian perusahaan dalam jangka waktu panjang.This research aims to discuss and examine the influence of employee perception of development and career growth opportunities on the intention to stay among millennial employees in Indonesia, through the mediation and moderation of job satisfaction and supervisor support. The Structural Equation Modeling (SEM) analysis method is used to test the research hypotheses, with the assistance of SPSS Statistics 23 and LISREL 8.80 software for processing the 500 survey data samples collected. The research findings indicate that the intention to stay among millennial employees in Indonesia can be significantly explained directly by employee perception of development programs and career growth opportunities, as well as through the mediating variable of job satisfaction. Supervisor support also contributes to enhancing the influence of the mediating relationships among those four variables. The results of this research can serve as a reference and consideration for stakeholders, especially companies, to improve and increase the quantity and quality of the discussed variables in order to reduce turnover rates and prevent long-term losses for the company.