

Pengaruh Kompensasi dan Benefit, serta Toxic Workplace Environment Terhadap Quiet Quitting di Sektor Perbankan Indonesia = The Influence of Compensation and Benefit, and Toxic Workplace Environment on Quiet Quitting in Indonesian Banking Sector

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Abstrak

Quiet quitting atau "berhenti secara diam-diam" merupakan suatu konsep atau fenomena di mana karyawan menurunkan dedikasi, antusiasme, komitmen, dan partisipasi mereka di tempat kerja atau organisasi secara diam-diam tanpa sepengetahuan pihak perusahaan/organisasi dan tanpa melakukan pengunduran diri. Terdapat faktor-faktor utama yang dapat mendorong keinginan karyawan untuk melakukan quiet quitting, yaitu kompensasi dan benefit, dan toxic workplace environment. Faktor-faktor ini menjadi faktor yang membuat karyawan melakukan quiet quitting dengan adanya pengaruh mediasi oleh variabel employee well-being pada hubungan relasi antara faktor-faktor quiet quitting terhadap employee engagement. Data sebanyak 459 sampel berupa karyawan sektor perbankan Indonesia berhasil dikumpulkan, dan data akhir sebanyak 429 sampel diolah lebih lanjut untuk melihat pengaruh mediasi employee engagement dan employee well-being. Kompensasi dan benefit merupakan faktor kuat yang menyebabkan timbulnya quiet quitting, hal ini ditunjukkan dari hasil kompensasi dan benefit yang berpengaruh langsung terhadap setiap variabel mediasi nya, yaitu employee engagement dan employee well-being terhadap quiet quitting. Employee engagement dan employee well-being bertindak sebagai mediasi partial dalam tiap hubungan antar variabel yang diuji. Penelitian ini memberikan kontribusi di bidang manajemen sumber daya manusia terkait faktor-faktor yang perlu diperhatikan oleh perusahaan sektor perbankan dalam mencegah atau memitigasi quiet quitting.

.....Quiet quitting or "silent quitting" refers to a concept or phenomenon where employee disengage from their work or organizations by lowering dedication, enthusiasm, commitment, and participation without formally resigning. There are main factors that drive quiet quitting: compensation and benefits, and toxic workplace environment. These main factors are the factors that make employees engage in quiet quitting with the mediating influence of employee well-being variable on the relationship between quiet quitting factors and employee engagement. Data from 459 samples of Indonesian banking sector employees were collected, and the final data of 429 samples were further processed to see the mediating effect of employee engagement and employee well-being. Compensation and benefits are strong factors that cause quiet quitting, this is shown from the results of compensation and benefits that have a direct effect on each mediating variable, namely employee engagement and employee well-being on quiet quitting. Employee engagement and employee well-being act as partial mediation in each relationship between the variables tested. This research contributes to the field of human resource management related to factors that need to be considered by banking sector companies in preventing or mitigating quiet quitting.