

ABSTRACT

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Analyze The Effect of Perceived Organizational Support to Turnover Intention with Job Satisfaction as a Mediator Factor on Employees PT. Kemas Indah Maju and Review from the standpoint of Islam.

108+xv pages, 15 tables, 3 pictures, and 3 attachments

Abstract Description

This study is aimed to determine the effect of perceived organizational support on turnover intention with job satisfaction as a mediator factor. The population in this study is permanent employees of PT. Kemas Indah Maju. The sampling technique used in the study is purposive sampling technique and the number of respondents is 141 employees. Data were collected using questionnaires and analyzed using Partial Least Square Structural Equation Modeling. The results showed that perceived organizational support and job satisfaction have a direct negative affects and significantly to turnover intention. Perceived organizational support has a direct positive affects and significantly to job satisfaction. Job satisfaction mediated the influence of perceived organizational support on turnover intention ($p\text{-value} < 0.01$). This shows that job satisfaction is connected to perceived organizational support on turnover intention as mediator. Islamic perspective of perceived organizational support on turnover intention with job satisfaction as a mediator factor explained that the perceived organizational support is an action which helps people to help others. Job satisfaction in Islam is a form of gratitude shown by some one. All of these factors will have a good effect to turnover intention if those factors based on worship, sincerity, and gratitude to God.

Keywords: *perceived organizational support, turnover intention, job satisfaction, partial least square analysis.*

ABSTRAK

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Analisis Pengaruh *Perceived Organizational Support* Terhadap *Turnover Intention* dengan Kepuasan Kerja Sebagai Faktor Mediator Pada Karyawan PT. Kemas Indah Maju dan Tinjauannya Dalam Pandangan Islam.

108+xv halaman, 15 tabel, 3 gambar, dan 3 lampiran

Uraian Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh *perceived organizational support* terhadap *turnover intention* dengan kepuasan kerja sebagai faktor mediator. Populasi penelitian adalah karyawan tetap PT. Kemas Indah Maju. Teknik pengambilan sampel yang digunakan adalah teknik *purposive sampling* dan jumlah responden penelitian sebanyak 141 orang. Data dikumpulkan dengan menggunakan instrumen kuesioner dan dianalisis menggunakan *Partial Least Square Structural Equation Modeling*. Hasil penelitian menunjukkan bahwa *perceived organizational support* dan kepuasan kerja berpengaruh langsung secara negatif dan signifikan terhadap *turnover intention*. *Perceived organizational support* berpengaruh langsung secara positif dan signifikan terhadap kepuasan kerja. Kepuasan kerja memediasi pengaruh *perceived organizational support* terhadap *turnover intention* (*p-value* < 0.01). Hal ini menunjukkan bahwa kepuasan kerja memiliki hubungan sebagai perantara yang mempengaruhi *perceived organizational support* terhadap *turnover intention*. Tinjauan Islam tentang *Perceived Organizational Support* Terhadap *Turnover Intention* dengan Kepuasan Kerja Sebagai Faktor Mediator menjelaskan bahwa *perceived organizational support* merupakan tindakan yang bersifat tolong-menolong kepada sesama manusia. Kepuasan kerja dalam Islam merupakan wujud dari rasa syukur yang ditunjukkan oleh seseorang. Semua hal tersebut dapat memiliki pengaruh yang baik terhadap *turnover intention* jika semua berlandaskan ibadah, keikhlasan, serta rasa syukur kepada Allah SWT.

Kata Kunci: *perceived organizational support*, kepuasan kerja, *turnover intention* analisis *partial least square*.