

ABSTRAK

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Pengaruh Person Organization Fit dan Lingkungan Kerja Terhadap Turnover Intention Dengan Kepuasan Kerja Sebagai Variabel Mediasi Studi Pada Kaizen Heritage Serta Ditinjau Dari Sudut Pandang Islam

126 halaman + xiv halaman + 2 gambar + 21 tabel + 6 lampiran

Uraian Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh Person-Organization Fit dan Lingkungan Kerja terhadap Turnover Intention dengan Kepuasan Kerja sebagai variabel mediasi serta ditinjau dari perspektif Islam. Latar belakang penelitian ini adalah tingginya intensi keluar karyawan di industri makanan dan minuman, khususnya di Coffee Shop Kaizen Heritage, yang diduga disebabkan oleh ketidaksesuaian nilai antara individu dan organisasi, kondisi kerja yang belum optimal, serta tingkat kepuasan kerja yang rendah. Penelitian ini menggunakan pendekatan kuantitatif dengan metode eksplanatori dan teknik sensus terhadap 155 responden. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan SmartPLS 4 dengan model Partial Least Square Structural Equation Modeling (PLS-SEM). Hasil penelitian menunjukkan bahwa Person-Organization Fit dan Lingkungan Kerja berpengaruh signifikan terhadap Turnover Intention serta signifikan terhadap Kepuasan Kerja; sedangkan Kepuasan Kerja berpengaruh signifikan terhadap Turnover Intention dan dapat memediasi hubungan kedua variabel independen tersebut. Dari sudut pandang Islam, hubungan kerja yang berlandaskan nilai keadilan, amanah, dan perlakuan manusiawi menjadi dasar terciptanya loyalitas dan ketenangan kerja, sehingga penting bagi perusahaan untuk meningkatkan kesesuaian nilai dan kualitas lingkungan kerja dalam menghadapi tantangan turnover karyawan.

Kata Kunci : Person-Organization Fit, Lingkungan Kerja, Kepuasan Kerja, Turnover Intention, Islam

ABSTRACT

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2025

The Influence of Person-Organization Fit and Work Environment on Turnover Intention with Job Satisfaction as a Mediating Variable: A Study at Kaizen Heritage Viewed from an Islamic Perspective.

126 Pages + xiv pages + 2 figures + 21 tables + 6 appendices

Abstract Description

This study aims to analyze the influence of Person-Organization Fit and Work Environment on Turnover Intention, with Job Satisfaction as a mediating variable, and viewed from an Islamic perspective. The background of this research is the high turnover intention among employees in the food and beverage industry, particularly at Coffee Shop Kaizen Heritage, which is suspected to be caused by a mismatch between individual and organizational values, suboptimal working conditions, and low levels of job satisfaction. This research uses a quantitative approach with an explanatory method and a census technique involving 155 respondents. Data were collected through questionnaires and analyzed using SmartPLS 4 with the Partial Least Square Structural Equation Modeling (PLS-SEM) model. The results show that Person-Organization Fit and Work Environment have a significant influence on both Turnover Intention and Job Satisfaction. Additionally, Job Satisfaction significantly affects Turnover Intention and mediates the relationship between the independent variables and Turnover Intention. From an Islamic perspective, work relationships based on justice, trustworthiness (amanah), and humane treatment are essential to building loyalty and peace of mind at work. Therefore, it is important for companies to improve value alignment and work environment quality in addressing employee turnover challenges.

Keywords: *Person-Organization Fit, Work Environment, Job Satisfaction, Turnover Intention, Islam.*