

## ABSTRAK

### **PENGARUH *JOB AUTONOMY*, *JOB EMBEDDEDNESS* DAN *CAREER DEVELOPMENT* TERHADAP *INTENTION TO STAY* KARYAWAN TRAINEE BANK CENTRAL ASIA MELALUI *JOB SATISFACTION* SEBAGAI *INTERVENING***

(xvi+ 75 halaman; 16 tabel; 23 gambar; 4 lampiran)

Perbankan memiliki fungsi sebagai penghimpun dan penyalur dana masyarakat serta bertujuan untuk menunjang pelaksanaan pembangunan nasional dalam rangka meningkatkan pemerataan pembangunan dan hasil-hasilnya, pertumbuhan ekonomi dan stabilitas nasional, kearah peningkatan taraf hidup rakyat banyak. Sumber daya manusia sebagai penggerak pada sektor jasa seperti perbankan merupakan faktor penting untuk diperhatikan. Penelitian ini bertujuan untuk menguji pengaruh *Job Autonomy*, *Job Embeddedness* Dan *Career Development* Terhadap *Intention to stay* Karyawan Trainee Bank Central Asia Melalui *Job satisfaction* Sebagai *Intervening*. Penelitian ini dilakukan pada 43 karyawan trainee Bank Central Asia di Jakarta. Metode yang digunakan adalah kuantitatif dengan teknik analisa SEM-PLS. Hasil penelitian menunjukkan bahwa seluruh hipotesis diterima dan bersifat positif. Sehingga dapat dikatakan bahwa *Job Autonomy*, *Job Embeddedness*, *Career Development* dan *Job satisfaction* memiliki pengaruh positif terhadap *intention to stay*.

Referensi : 43 (2013-2023)

Kata Kunci: Otonomi Kerja, Keterikatan Pekerjaan, Pengembangan Karir, Kepuasan Kerja, Niat untuk Bertahan, Bank

## ***ABSTRACT***

### ***THE INFLUENCE OF JOB AUTONOMY, EMPLOYMENT AND CAREER DEVELOPMENT ON THE INTENTION OF STAYING EMPLOYEES OF CENTRAL ASIA BANK TRAINEES THROUGH JOB SATISFACTION AS INTERVENING***

*(xvi+ 75 pages; 16 tables; 23 figures; 4 appendices)*

*Banking has the function of collecting and distributing public funds and aims to support the implementation of national development in the context of increasing the distribution of development and its results, economic growth and national stability, towards increasing the standard of living of the people at large. Human resources as a driving force in the service sector such as banking is an important factor to note. This study aims to examine the effect of Job Autonomy, Job Embeddedness and Career Development on the Intention to stay of Bank Central Asia Trainee Employees Through Job satisfaction as Intervening. This research was conducted on 43 Bank Central Asia trainee employees in Jakarta. The method used is quantitative with SEM-PLS analysis techniques. The results of the research show that all hypotheses are accepted and are positive. So it can be said that Job Autonomy, Job Embeddedness, Career Development and Job satisfaction have a positive influence on the intention to stay.*

*References : 43 (2013-2023)*

*Keywords: Job Autonomy, Job Embeddedness, Career Development, Job satisfaction, Intention to stay, Bank*