

ABSTRAK

ANALISIS PENGARUH *RESPONSIBLE LEADERSHIP* DAN *JOB SATISFACTION* TERHADAP *INTENTION TO QUIT* YANG DIMEDIASI OLEH *AFFECTIVE COMMITMENT* (STUDI PADA PT ABC DI TANGERANG)

(xiv+64 halaman; 18 tabel; 18 gambar; 3 lampiran)

Perusahaan pada sektor industri perdagangan hasil alam merupakan sektor industri yang penting karena memberikan kontribusi yang cukup besar bagi Indonesia yang merupakan negara agraris. Sumber daya manusia sangat penting untuk dijaga agar kinerja perusahaan pada sektor tersebut dapat terus dipertahankan. Penelitian ini menguji pengaruh *responsible leadership* dan *job satisfaction* terhadap *intention to quit* yang dimediasi oleh *affective commitment* pada perusahaan PT ABC di Tangerang. Penelitian ini dilakukan pada 67 karyawan yang bekerja di PT ABC di Tangerang. Metode yang digunakan dalam penelitian ini adalah kuantitatif dengan teknik analisa SEM-PLS. Penelitian ini memberikan kontribusi terhadap literatur yang ada tentang perilaku organisasi dan manajemen sumber daya manusia dengan melihat pentingnya *responsible leadership* dan *job satisfaction* dalam membentuk *affective commitment* karyawan dan mengurangi *intention to quit*. Temuan menunjukkan bahwa organisasi, harus memprioritaskan pengembangan perilaku *responsible leadership* dan menciptakan lingkungan kerja yang meningkatkan *job satisfaction* untuk memperkuat *affective commitment* dan mengurangi *intention to quit*. Hasil penelitian menunjukkan bahwa *Responsible leadership* memiliki pengaruh negatif terhadap *intention to quit*, *Job Satisfaction* memiliki pengaruh negatif terhadap *intention to quit*, *Affective Commitment* memiliki pengaruh negatif terhadap *intention to quit*, *Responsible leadership* memiliki pengaruh positif terhadap *affective commitment*, dan *Job Satisfaction* memiliki pengaruh positif terhadap *affective commitment*.

References : 46 (2015-2023)

Kata Kunci: Kepemimpinan Yang Bertanggung Jawab, Komitmen Afektif, Niat Untuk Berhenti,

ABSTRACT

ANALYSIS OF THE EFFECT OF RESPONSIBLE LEADERSHIP AND JOB SATISFACTION ON INTENTION TO QUIT MEDIATED BY AFFECTIVE COMMITMENT (STUDY AT PT ABC IN TANGERANG)

(xiv+64 pages; 18 tables; 18 figures; 3 appendices)

Companies in the natural resource trading industry sector are an important industry sector as they make a significant contribution to Indonesia, which is an agrarian country. Human resources are crucial to be maintained to sustain the performance of companies in this sector. This study examines the influence of responsible leadership and job satisfaction on intention to quit, mediated by affective commitment, in PT ABC company in Tangerang. The study was conducted on 67 employees working at PT ABC in Tangerang. The method used in this study is quantitative with SEM-PLS analysis technique. This research contributes to the existing literature on organizational behavior and human resource management by highlighting the importance of responsible leadership and job satisfaction in shaping employees' affective commitment and reducing intention to quit. The findings indicate that organizations should prioritize the development of responsible leadership behaviors and create a work environment that enhances job satisfaction to strengthen affective commitment and reduce intention to quit. The results of the study show that responsible leadership has a negative influence on intention to quit, job satisfaction has a negative influence on intention to quit, affective commitment has a negative influence on intention to quit, responsible leadership has a positive influence on affective commitment, and job satisfaction has a positive influence on affective commitment.

References : 46 (2015-2023)

Keywords : Responsible Leadership, Affective Commitment, Intention to Quit, Job Satisfaction