

ABSTRACT

David Zakharia Harianto (01120130023)

THE EFFECT OF WORKPLACE ROMANCE, TASK AND CONTEXTUAL PERFORMANCE TOWARDS JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT ON TURNOVER INTENTION

(xii + 69 pages ; 19 tables; 8 figures; 4 appendices)

Office romance things are not avoidable and it is not an illegal act to have romance in workplace and supported by Human Act Right 1998. However, although the words ‘romance’ is such a beautiful and so meaningful words for the world, many companies take it seriously in term of their workplace. Thus encourage the researcher to identify the relation between workplace romance, task and contextual performance, job satisfaction, organizational commitment, and turnover intention.

Thirty four respondents were given questionnaire using a six-point Likert Scale. Six hypotheses were analyzed using the simple and multiple regression models. The result of this study shows that Workplace romance significantly affects Job satisfaction, but not Task and Contextual Performance. Another result given is Workplace Romance significantly affects Organizational Commitment. Last result shown by the research is Organizational Commitment and Job Satisfaction significantly affects Turnover Intention.

The recommendation was to emphasize about giving the organization the best way to deal with working couple in the context of workplace romance in term of the its correlation with Organizational Commitment, Job Satisfaction, as well as Turnover Intention.

Keywords: Workplace Romance, Task Performance, Contextual Performance, Job Satisfaction, Organizational Commitment, Turnover Intention.

References: 122 (1964-2015)