

ABSTRACT

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“THE EFFECT OF ORGANIZATIONAL CULTURE, CAREER DEVELOPMENT, REWARD AND RECOGNITION, AND WORK ENGAGEMENT ON INTENTION TO STAY AT XYZ ELEMENTARY SCHOOL”

(xiv + 116 pages: 8 figures; 15 tables; 19 appendices)

The greatest asset owned by a company is its human resources. This is what drives and directs the company towards organizational goals and targets. Therefore, school management needs to identify which factors will support and motivate employees in fostering high loyalty to the company so that they choose to stay. The aim of this quantitative research is to examine the influence of organizational culture, career development, reward and recognition, and work engagement on intention to stay at XYZ Elementary School. Thirty-one XYZ Elementary School teachers completed an online questionnaire. Research calculations utilized path analysis through the PLS SEM method to test the proposed hypotheses. The research results indicate that organizational culture and work engagement positively influence intention to stay. Organizational culture has a positive influence on work engagement. It was also found that organizational culture mediates the influence of work engagement on intention to stay. Conversely, career development and reward and recognition do not positively influence intention to stay. Research suggestion is to conduct a mixed-methods or qualitative study to enrich and explore different aspects of OC, CD, RR, WE, and ITS.

Keywords: organizational culture, career development, reward and recognition, work engagement, intentions to stay

References: 63 (1997 - 2024)

ABSTRAK

Anes Putra Waruwu (01668220008)

“PENGARUH *ORGANIZATIONAL CULTURE*, *CAREER DEVELOPMENT*, *REWARD AND RECOGNITION*, DAN *WORK ENGAGEMENT* TERHADAP *INTENTION TO STAY* DI SD XYZ”

(xiv + 116 halaman: 8 gambar; 15 tabel; 19 lampiran)

Aset yang dimiliki oleh sebuah sekolah adalah sumber daya manusia. Inilah yang mendorong dan mengarahkan sekolah kepada tujuan dan target organisasi. Oleh sebab itu, manajemen sekolah perlu melihat faktor-faktor apa saja yang akan mendukung dan mendorong karyawan dalam menumbuhkan loyalitas yang tinggi terhadap sekolah sehingga mereka memilih untuk bertahan. Tujuan dari penelitian kuantitatif ini adalah untuk menguji pengaruh *organizational culture*, *career development*, *reward dan recognition*, dan *work engagement* terhadap *intention to stay* di SD XYZ. Tiga puluh satu guru SD XYZ mengisi kuesioner online. Penelitian ini menggunakan analisis jalur melalui metode PLS SEM untuk menguji hipotesis yang telah dibuat. Penelitian menghasilkan bahwa *organizational culture* dan *work engagement* berpengaruh positif terhadap *intention to stay*. Terdapat juga pengaruh positif *organizational culture* terhadap *work engagement*. Ditemukan pula bahwa *organizational culture* berpengaruh dalam memediasi *work engagement* terhadap *intention to stay*. Sebaliknya, *career development* dan *reward and recognition* tidak berpengaruh positif terhadap *intention to stay*. Saran penelitian yaitu penelitian *mix method* atau penelitian kualitatif dapat dilakukan untuk memperkaya dan melihat aspek yang berbeda dari OC, CD, RR, WE dan ITS.

Kata kunci: *organizational culture*, *career development*, *work engagement*, *reward and recognition*, *intention to stay*

Referensi: 63 (1997 - 2024)