

INTISARI

Kelekatan pekerjaan sejauh ini merupakan konstruk dalam menjelaskan karyawan tetap bertahan di dalam organisasi. Selain itu, kelekatan pekerjaan juga mampu menjelaskan peningkatan kinerja karyawan. Pada penelitian ini menjelaskan mekanisme pengaruh kelekatan pekerjaan terhadap intensi keluar dan kinerja karyawan. Penelitian ini mencoba melihat peran dari dukungan organisasional persepsian sebagai variabel pemoderasi. Teori pertukaran sosial, norma timbal balik, serta *person-environment fit* merupakan landasan teori yang digunakan dalam penelitian ini. Penelitian ini menggunakan sampel 215 responden dari berbagai sektor industri di Indonesia. Hasil dari analisis data dalam penelitian ini menunjukkan bahwa kelekatan pekerjaan berpengaruh positif pada kinerja dan berpengaruh negatif pada intensi keluar karyawan. Adanya peran dukungan organisasional persepsian mampu memperkuat pengaruh positif kelekatan pekerjaan terhadap kinerja karyawan. Namun, peran dukungan organisasional persepsian justru memperkuat pengaruh negatif kelekatan pekerjaan terhadap intensi keluar karyawan. Diduga hal tersebut disebabkan adanya ketidaksesuaian persepsian antara karyawan dengan organisasi.

Kata kunci: Kelekatan pekerjaan, kinerja, intensi keluar, dukungan organisasional persepsian

ABSTRACT

Until present, a job embeddedness is the construct in explaining the reason of why employees are staying in the organization. Aside from that, this job embeddedness is also able to explain the improvement of employee job performances. The influence mechanism of job embeddedness on the intention to leave and the job performance is described in this research. This research attempts to see the role of perceived organizational support as the moderator variable. The social exchange theory, reciprocal norms, and person-environment fit were the theoretical background used in this research. This research used 215 respondents from various industrial sectors in Indonesia. The results of data analysis in this research have shown that the job embeddedness is having a positive effect on the job performance and a negative effect on the intention to leave of employees. The presence of perceived organizational support is able to strengthen the positive effect of job embeddedness on the job performance of employees. However, the finding from this research show that the role of perceived organizational support is strengthen the negative effect of job embeddedness on the intention to leave of employees. These conditions are assumed to be caused by the inconformity between employee and organization.

Keywords: Job embeddedness, job performance, intention to leave, perceived organizational support