

ABSTRAK

Penelitian ini berawal dari hasil survei yang dilakukan oleh JobStreet Indonesia terhadap anggotanya. Hasil survei tersebut menyatakan bahwa sebanyak lebih dari 70% karyawan perusahaan di Indonesia tidak memiliki kejelasan jenjang karir. Penelitian ini bertujuan untuk mengkaji seberapa besar pengaruh *perceived organizational support* (POS) terhadap *career satisfaction*, *organizational commitment*, dan *turnover intention*. Kemudian, dalam penelitian ini juga digunakan variabel *career commitment* sebagai variabel moderator yang dapat memperkuat atau memperlemah pengaruh antar variabel. Sampel yang digunakan dalam penelitian ini adalah 93 karyawan tetap PT Indofood Sukses Makmur Tbk Bogasari Division Surabaya. Penelitian ini menggunakan teknik analisis *Partial Least Square* (PLS). Berdasarkan hasil penelitian, terbukti bahwa POS berpengaruh signifikan terhadap *career satisfaction* dan *organizational commitment*, serta *organizational commitment* juga berpengaruh signifikan terhadap *turnover intention*. Sedangkan pengaruh *career satisfaction* terhadap *turnover intention* dan *organizational commitment* adalah tidak signifikan, serta tidak terdapat efek moderasi dari *career commitment* pada hubungan antara POS dengan *organizational commitment* dan hubungan antara *organizational commitment* dengan *turnover intention*.

Kata kunci: *perceived organizational support*, *career satisfaction*, *organizational commitment*, *turnover intention*, *career commitment*.

ABSTRACT

This research is based on the results of survey research conducted by JobStreet Indonesia towards its members. The result stated that more than 70% of employees weren't having the clarity of his/her career. The objective of this research is assessing how big the influence of perceived organizational support (POS) towards career satisfaction, organizational commitment, and turnover intention. Then, this research also use career commitment as moderator variables that can strengthen or weaken the influence among variables. The sample used in this study were 93 employees of PT Indofood Sukses Makmur Tbk Bogasari Division. This study using the analysis of Partial Least Square (PLS). Based on the results, proved that POS has a significant effect on career satisfaction and organizational commitment, and organizational commitment also has a significant effect on turnover intention. But, the effect of career satisfaction on turnover intention and organizational commitment were not significant, and there were no moderation effects of career commitment in the relationship of POS to organizational commitment and in the relationship of organizational commitment to turnover intention.

Keywords: *perceived organizational support, career satisfaction, organizational commitment, turnover intention, career commitment.*