

## ABSTRAK

*Corporate entrepreneurship* yang diterapkan oleh perusahaan membutuhkan adanya *management support* yang tinggi untuk mencapai tujuan perusahaan. Iklim *corporate entrepreneurship* menuntut karyawan untuk menjadi inovatif, proaktif, dan berani mengambil risiko yang akan berdampak pada *work outcomes*. Penelitian ini bertujuan untuk mengetahui pengaruh dari *management support* terhadap *corporate entrepreneurship* dan *work outcomes* yang terdiri dari *job satisfaction*, *affective commitment*, dan *intention to leave*. Sampel yang digunakan dalam penelitian ini adalah 78 karyawan tetap unit produksi Pro Design Jawa Timur. Analisis pada penelitian ini menggunakan *Partial Least Square* (PLS). Uji hipotesis dalam penelitian ini menggunakan ketentuan *two tailed* dimana hubungan pengaruh akan dikatakan signifikan jika nilai T-hitung lebih besar dari 1,64. Hasil penelitian membuktikan adanya pengaruh yang signifikan pada lima hipotesis yaitu *management support* terhadap *corporate entrepreneurship*, *corporate entrepreneurship* terhadap *job satisfaction*, *corporate entrepreneurship* terhadap *affective commitment*, *job satisfaction* terhadap *intention to leave* dan *affective commitment* terhadap *intention to leave*. Sementara itu, pengaruh yang tidak signifikan ditemukan pada hipotesis *job satisfaction* terhadap *affective commitment* yang memiliki nilai T-hitung sebesar 0,074791 yang lebih kecil dari T-tabel 1,64.

Kata kunci: *management support, corporate entrepreneurship, job satisfaction, affective commitment, intention to leave.*

## ABSTRACT

*Corporate entrepreneurship implemented by the company highly needs a management support to attain the company's objective. Corporate entrepreneurship climate demands the employees to be inovative, proactive and brave to take any risks will affect on work outcomes. The aim of this research is to know the impact of management support on corporate entrepreneurship and work outcomes consist of job satisfaction, affective commitment, and intention to leave. This research uses 78 regular employees of production unit of Pro Desain East Java. The analysis of this reaserch uses Partial Least Square (PLS). Hypothesis test in this research uses the two tailed test where the impact of variable will be stated significant if t-statistic has value more than 1,64. There are significant linkages from five hypothesis. They are management support to corporate entrepreneurship, corporate entrepreneurship to job satisfaction, corporate entrepreneurship to affective commitment, job satisfaction to intention to leave and affective commitment to intention to leave. And the insignificant one is the impact of job satisfaction to affective commitment that has the value of t-statistic is 0,074791 that is less than t-table 1,64.*

*Keywords: management support, corporate entrepreneurship, job satisfaction, affective commitment, intention to leave.*