

Effect of Organizational Climate, Compensation and Satisfaction on Turnover Intention

by Radertyan Radertyan

Submission date: 21-Nov-2020 05:25PM (UTC+0800)

Submission ID: 1453205850

File name: Radertyan_translate.docx (178.61K)

Word count: 3562

Character count: 19995

Effect of Organizational Climate, Compensation and Satisfaction on Turnover Intention

Nurul Qomariah, Abadi Sanosra, Radheteryan Firdiansyah

Universitas Muhammadiyah Jember

Email: nurulqomariah@unmuhjember.ac.id, abadisanosra@unmuhjember.ac.id,
radheteryanfirdiansyah@gmail.com

1

ABSTRACT

The purpose of this study was to determine and analyze the influence of organizational climate, compensation and job satisfaction on turnover intention at the Lumajang Muhammadiyah Education Institute. The population of this study were all teachers and employees of SMA and SMK Muhammadiyah Lumajang who were sampled totaling 137 people. Validity and reliability tests were used to test the measuring instrument in the form of a questionnaire. The analytical tool used is SEM PLS. The results showed that organizational climate, compensation and job satisfaction had a negative and significant effect on turnover intention.

Keywords: organizational climate, compensation, job satisfaction, turnover intention

INTRODUCTION

A successful company usually cannot be separated from the role of its employees or employees. The leadership must pay attention to the welfare of its employees so that employees and employees feel happy working at the company. Employees whose welfare gets the attention of their leaders will not have the desire to move to another organization to get something more that has been received from the old company where they worked. Companies must have the perception that employees or employees are not subordinates who can be ordered, but the company must know that these employees are partners for the company.

The desire to change jobs that often occurs is usually caused by welfare problems that are not yet sufficient to meet the needs of life. An intention or desire that occurs in an employee is a sign of turnover in an organization. While other employees are important assets for the organization, if there are employees who have the desire to move out of the organization, the organization can find the root of the problem of the desire to make a turnover at the institution. Changing jobs is a function of a strong individual's interest in various other job alternatives outside the organization or as a withdrawal from an unsatisfactory current job (Davis & Newstorm, 2008). Dissatisfaction in an individual can cause an employee to have the intention of moving to another company thus causing a turnover. Many factors are thought to cause an employee to have the intention of moving to another company, including: organizational climate, compensation and job satisfaction.

Organizational climate is the employee's perception of the quality of the organization's internal environment which is relatively perceived by members of the organization which will then influence their subsequent behavior (Mangkunegara, 2010). According to (Simamora, 2006), organizational climate is the internal environment or organizational psychology. Organizational climate affects HR practices and policies accepted by members of the organization. It should be noted that every organization has a different organizational climate, individual characteristics and a variety of jobs that can show these differences. Based on the above definition, there is a conclusion that organizational climate is a perception of teachers and employees regarding the quality of the organization's internal environment so that it affects the turnover intention behavior of teachers and employees. The atmosphere in a company environment that can provide comfort to employees can make employees happy to work at the company. Research (Fitria, 2015), entitled "The Effect of Job Stress and Organizational

Climate on Turnover Intention with Job Satisfaction as an Intervening Variable in Hospital Nurses. X in Surabaya”states that organizational climate has a significant negative effect on turnover intention. Other studies that also examine the relationship between organizational climate and turnover intention include: (Tadampali et al., 2016), (Damar et al., 2017), (Suwandana, 2017), (Dewi et al., 2017), (Yuda & Putra, 2019), (Pranata & Utama, 2019).

Compensation is a variable that can affect turnover intention. (Samsudin, 2006) states that good compensation is a compensation system that is responsive to situations and a system that can motivate employees. Compensation is important for individual teachers because the amount of compensation reflects the value of their work among teachers in the school, family and community. Leaders must be competitive enough with several types of compensation to hire and maintain and reward organizational performance (Sedarmayati, 2011). Compensation that is not in balance with the work done usually causes an employee to switch to another company. Research (Sartono et al., 2018) with the title "The Effect of Compensation, Work Motivation and Organizational Commitment on Turnover Intention at PT. Unipower Food Indonesia ”with a sample of 95 people stated that the variables of compensation, work motivation and organizational commitment had a significant negative effect on turnover intention. Research which also examines the relationship between compensation and turnover intention, includes: (Khaidir & Sugiyati, 2016), (Widyasari; & Subudi, 2017), (Wiguna & Surya, 2017), (Sartono et al., 2018).

Another factor that can affect turnover intention is job satisfaction. According to (Luthans, 1995), job satisfaction is a happy emotional state or positive emotion that comes from appraising one's job or work experience. Job satisfaction is a form of emotional attitude that is fun and loves the job they are doing (Azhad et al., 2015). Jobs that provide job satisfaction for the perpetrators are jobs that are fun to do (Nawawi, 2011). Conversely, work that is not fun to do is an indicator of a sense of dissatisfaction at work. From the theory above, it can be concluded that job satisfaction in work is job satisfaction which is an individual thing because each individual has a different level of job satisfaction which is determined by the value that applies to each individual. Research (Andini, 2010) entitled "Analysis of the Influence of Salary Satisfaction, Job Satisfaction, Organizational Commitment on Turnover Intention at Roemani Muhammadiyah Hospital Semarang" states that salary satisfaction has a negative effect on turnover intention, job satisfaction has a positive effect on organizational commitment, job satisfaction has a negative effect on turnover intention and organizational commitment has a negative effect on turnover intention. Other studies that also discuss the relationship between job satisfaction and turnover intention, among others, were carried out by: (Waspodo et al., 2013), (Syahronica et al., 2015), (Sari et al., 2015), (Widyantara & Ardana, 2015), (Saeka & Suana, 2016), (Monica & Putra Surya, 2017), (Pawesti & Wikansari, 2017).

SMA and SMK Muhammadiyah Lumajang are private educational institutions under the auspices of the Community Organization called Muhammadiyah. SMA and SMK Muhammadiyah which are located in Lumajang Regency also contributed to educating the nation's life through education services. In the implementation of teaching and learning activities at SMA and SMK Muhammadiyah Lumajang, employees often have mutations, both teachers and employees. In Figure 1 and Figure 2, it can be seen that the progress of the exit and entry of employees in SMA and SMK Muhammadiyah Lumajang.

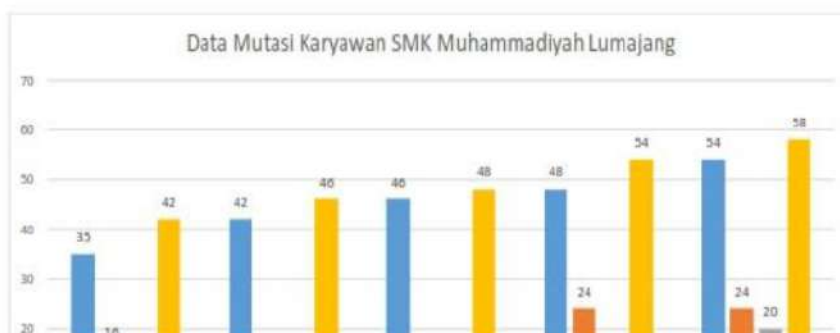


Figure 1. Development of Employee Mutation Data of Muhammadiyah Lumajang Vocational School

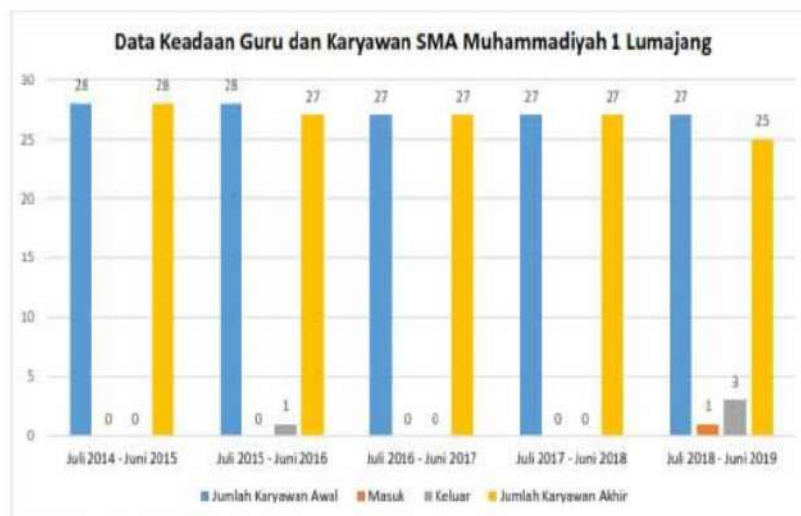


Figure 2. Development of Employee Mutation Data at SMA Muhammadiyah Lumajang

In Figure 1 and Figure 2, it is seen that the employee mutation data at SMA and SMK Muhammadiyah Lumajang, it is known that it is seen that the employee turnover data at SMK Muhammadiyah Lumajang for 5 years from the academic period 2014 - 2019 can be seen that the turnover rate that occurs has increased significantly. Turnover in an agency / institution can be measured based on the turnover rate index quantitatively and expressed as a percentage based on a certain period of time (usually within 1 year). The result of the turnover rate index for the academic year July 2014 - June 2015 was 18%, in the academic year July 2015 - June 2016 was 9%, in the academic year July 2016 - June 2017 it was 4%, in the academic year July 2017 - June 2018 it was 20%, and in the academic year of July 2018 - June 2019 it was 7%. Broadly speaking, the teacher turnover rate index and employees experienced by SMK

Muhammadiyah Lumajang experienced an unstable trend. If you look at the percentage in the first year there is a fairly high percentage of 18%, but in the next two years it has decreased by 9% and 7% but in the fourth academic year it has increased significantly. is significant until it reaches 20% then in the fifth academic year it has decreased again by 7%, from this empirical fact there is an anomaly in ks Turnover rate which this can hinder the learning and teaching process so that it has an impact on students.

In contrast to SMA Muhammadiyah 1 Lumajang, the data we get shows a small turnover rate, the data for teachers and employees of SMA Muhammadiyah 1 Lumajang. In Figure 2, it can be seen that the mutation data at SMA Muhamandiyah Lumajang has not changed significantly or the figure is relatively small in the last five years with the turnover rate index only 4 leaving and 1 entering SMA Muhammadiyah 1 Lumajang. From the phenomena that occur at SAM and SMK Muhammadiyah Lumajang, the purpose of this study is to determine and analyze the influence of organizational climate, compensation and job satisfaction on turnover intention in SMA and SMK Muhammadiyah Lumajang.

RESULTS AND DISCUSSION

Results of Descriptive Analysis of Respondents

Respondents in this study were all teachers and employees of SMA / and SMK Muhammadiyah in Lumajang Regency, totaling 137 people. Of the 137 the number of female teachers and employees is more than the male gender, namely 54.74% female teachers and employees and 45.74% male teachers and employees. Based on the characteristics of respondents based on age, teachers and employees with an age range of 25 - 35 years are 33 people or 24.08%, the age range of 36 - 45 years is 52 people or 37.96%, the range 46 - 55 years is 37 people or 27 people. , 02%, and 15 people over 55 years of age or 10.94%. This shows that the majority of teachers and employees of SMA / SMK Muhammadiyah Lumajang are dominated by the productive age group. Based on the characteristics of the working tenure of teachers and employees, it is known that respondents who are classified as new working periods, respondents with a moderate working period are 85 people or 62.05%, while respondents with long service periods are 52 people or 37.95%.

Validity Test Results

This validity test shows the suitability of each indicator with the theories used to define a construct (Sekaran, 2006). There are two criteria to assess whether the outer model meets the convergent requirements for a reflective construct, namely that the loading must be above 0.70 and the p value is significant (<0.05) (Sekaran, 2006). In the discriminant validity test, it uses the square roots average variance extracted (AVE) criteria, which is a diagonal column and is enclosed in parentheses; must be higher than the correlation between latent variables in the same column (Solihin & Ratmono, 2013). The results of the calculation of WarpPLS 5.0 that have been carried out show that each value on the cross loading factor has reached a value above 0.7 with a p value below 0.001, thus the convergent validity criteria have been met. In the AVE calculation, it can be seen that the root AVE value in the same variable is higher than the AVE root value for different variables. This shows that the criteria for discriminant validity have been met. Thus the validity test on the instrument has met the criteria.

Reliability Test Results

The reliability test **13** is carried out to measure the consistency of the instrument using WarpPLS 5.0 indicated by the value of composite reliability and Cronbach's alpha in Table 1.

Table 1: Reliability Test Results

Value	Variable			Y	Standart	Information
	X1	X2	X3			
Composite Reliability coefficients	0.892	0.889	0.879	0.852	0.700	Reliable
Cronbach's alpha coefficients	0.855	0.843	0.835	0.767	0.600	Reliable

Based on table 1, a significant composite reliability value is obtained from each variable, namely organizational climate (0.892), compensation (0.889), job satisfaction (0.879), turnover intention (0.852). The value of Cronbach 'alpha also shows significant results, namely organizational climate (0.855), compensation (0.843), job satisfaction (0.835), turnover intention (0.767). From these results it is known that all composite reliability values show a number of more than 0.70 and Cronbach's alpha shows a number of more than 0.60 so that it can be stated that each construct has high reliability.

Hypothesis Test Results

At this stage, calculate each path in the model section using path analysis. Each pathway tested shows the direct influence of organizational climate (X1), compensation (X2) and satisfaction on turnover intention (Y) of teachers and employees of SMA and SMK Muhammadiyah in Lumajang Regency. By knowing the effect on each pathway will answer whether the proposed hypothesis can be accepted or rejected. Each path represents the hypothesis tested in this study.

Table 2: Hypothesis Test Results

	Hypothesis	Path Coefficients	P-value	Conclusion
H1	Organizational climate is thought to have an effect on turnover intention	0.290	0.001	H1 Accepted
H2	Compensation is thought to have an effect on turnover intention	0.320	0.001	H2 Accepted
H3	Job satisfaction is thought to have an effect on turnover intention	0.302	0.001	H3 Accepted

Discussion

The Effect of Organizational Climate on Turnover Intention

Based on the results of testing the organizational climate variable on turnover intention variable, a coefficient value of -0.290 was obtained with a p-value of 0.001, because the p-value is smaller than a (0.001 < 0.05), then H0 is rejected so that there is a negative and significant effect of organizational climate on turnover intention. This shows that the organizational climate has a negative and significant effect on the turnover intention of teachers and employees of SMA and SMK Muhammadiyah in Lumajang Regency, which is proven to be true or H1 is accepted. Research (Fitria, 2015), entitled "The Effect of Job Stress and Organizational Climate on Turnover Intention with Job Satisfaction as an Intervening Variable

in Hospital Nurses. X in Surabaya ”states that organizational climate has a significant negative effect on turnover intention. Other studies that also examine the relationship between organizational climate and turnover intention include: (Tadampali et al., 2016), (Damar et al., 2017), (Suwandana, 2017), (Dewi et al., 2017), (Yuda & Putra, 2019), (Pranata & Utama, 2019).

The Effect of Compensation on Turnover Intention

Based on the results of testing the compensation variable on turnover intention, the coefficient value is -0.320 with a p-value of 0.001. Because the p-value is smaller than a (0.001 <0.05), H0 is rejected, so there is a negative and significant effect of compensation on turnover intention. This shows that compensation has a negative and significant effect on the turnover intention of teachers and employees of SMA and SMK Muhammadiyah in Lumajang Regency, is proven true or H2 is accepted. The results of this study are similar to previous research conducted by: (Sartono et al., 2018) entitled "The Effect of Compensation, Work Motivation and Organizational Commitment on Turnover Intention at PT. Unipower Food Indonesia ”with a sample of 95 people stated that the variables of compensation, work motivation and organizational commitment had a significant negative effect on turnover intention. Research that also examines the relationship between compensation and turnover intention, includes: (Khaidir & Sugiaty, 2016), (Widyasari; & Subudi, 2017), (Wiguna & Surya, 2017), (Sartono et al., 2018).

2

The Effect of Job Satisfaction on Turnover Intention

Based on the results of testing the job satisfaction variable on turnover intention, the coefficient value is -0.302 with a p-value of 0.001, because the p-value is smaller than a (0.001 <0.05) so H0 is rejected that there is a negative and significant effect on job satisfaction on turnover intention. This shows that job satisfaction has a negative and significant effect on the turnover intention of teachers and employees of SMA and SMK Muhammadiyah in Lumajang Regency, the truth is, or H3 is accepted. Other studies that also discuss the relationship between job satisfaction and turnover intention, among others, were carried out by: (Waspodo et al., 2013), (Syahronica et al., 2015), (Sari et al., 2015), (Widyantara & Ardana, 2015), (Saeka & Suana, 2016), (Monica & Putra Surya, 2017), (Pawesti & Wikansari, 2017).

CONCLUSIONS AND SUGGESTIONS

Based on the research findings that have been analyzed using SMRT-PLS, the conclusions of this study are: organizational climate has a significant negative effect on the turnover intention of teachers and employees of SMA / SMK Muhammadiyah in Lumajang Regency. Compensation has a significant negative effect on the turnover intention of teachers and employees of SMA / SMK Muhammadiyah in Lumajang Regency. Job satisfaction has a significant negative effect on the turnover intention of teachers and employees of SMA / SMK Muhammadiyah in Lumajang Regency.

The suggestions that can be given based on the results of this study are: it is hoped that SMA / SMK Muhammadiyah in Lumajang Regency should pay more attention to these factors. For other researchers it is suggested to test compensation not only financial but also non-financial.

REFERENCES

Andini, R. (2010). Analisis Pengaruh Kepuasan Gaji, Kepuasan Kerja, Komitmen Organisasional terhadap Turnover Intention (Studi Kasus Pada Rumah Sakit Roemani Muhammadiyah Semarang). *Majalah Ilmiah Universitas Pandanaran*, 8(16).

- 24
1 <http://jurnal.unpand.ac.id/index.php/dinsain/article/view/54>
- Azhad, M. N., Anwar, & Qomariah, N. (2015). *Manajemen Sumber Daya Manusia*. Cahaya Ilmu.
- Damar, A., Yasa, S., & Sitiari, W. (2017). Pengaruh Stres Kerja dan Iklim Organisasi terhadap Intention to Leave dengan Kepuasan Kerja sebagai Variabel Mediasi pada Dinas Perindustrian dan Perdagangan Provinsi Bali. *JAGADHITA: Jurnal Ekonomi & Bisnis*, 4(2), 1–13. <https://doi.org/10.22225/jj.4.2.202.1-13>
- 28 Davis, K., & Newstorm, J. W. (2008). *Perilaku Dalam Organisasi*. Erlangga.
- Dewi, R., Marnis, J., & Restu, R. (2017). PENGARUH IKLIM ORGANISASI DAN KEPUASAN KERJA TERHADAP TURNOVER INTENTIONS DAN KOMITMEN ORGANISASI SEBAGAI VARIABEL INTERVENING PADA PT. PANCA SURYA AGRI DO (PSA) KABUPATEN ROKAN HULU. *JOM Fekon*, 4(1), 147–161.
- Fitria, N. (2015). Pengaruh Stres Kerja dan Iklim Organisasi terhadap Turnover Intention dengan Kepuasan Kerja sebagai variabel intervening pada PERAWAT RS. X DI SURABAYA. *Jurnal Manajemen*, 11 No. 2, 256–272.
- Khaidir, M., & Sugiati, T. (2016). Pengaruh Stres Kerja, Kompensasi Dan Kepuasan Kerja Terhadap Turnover Intention Studi Pada Karyawan Kotak PT Gagah Satria Manunggal Banjarmasin. *Jurnal Wawasan Manajemen*, 4(3), 175–185.
- 14 Luthans, F. (1995). *Organizational behavior* (7th ed.). McGraw-Hill, Inc.
- Mangkunegara, A. A. A. P. (2010). *Manajemen Sumber Daya Manusia*, Cetakan Kedua. PT Remaja Rosdakarya.
- Monica, N. M. T. J., & Putra Surya, M. (2017). KEPUASAN KERJA TERHADAP TURNOVER INTENTION Fakultas Ekonomi dan Bisnis Universitas Udayana , Bali , Indonesia Menurut Waspo, dkk . (2013), tingginya tingkat turnover intention telah menjadi masalah bagi banyak perusahaan , dimana dampak negatif yang . *E-Jurnal Manajemen Unud*, 6(3), 1644–1673.
- 16 Nawawi, H. (2011). *Manajemen Sumber Daya Manusia: Untuk Bisnis Yang Kompetitif*. Gajah Mada University Press.
- Pawesti, R., & Wikansari, R. (2017). Pengaruh Kepuasan Kerja Terhadap Intensi Turnover Karyawan Di Indonesia. *Jurnal Ecopsy*, 3(2). <https://doi.org/10.28527/ecopsy.v3i2.2649>
- Pranata, I. G. N., & Utama, I. W. M. (2019). PENGARUH IKLIM ORGANISASI TERHADAP TURNOVER INTENTION DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI Fakultas Ekonomi dan Bisnis Universitas Udayana , Bali , Indonesia ABSTRAK Semakin kompetitifnya persaingan bisnis diantara perusahaan di era globalisasi . *E-Jurnal Manajemen*, 8(1), 736–7518.
- Saeka, I., & Suana, I. (2016). Pengaruh Kepuasan Kerja, Komitmen Organisasional Dan Stres Kerja Terhadap Turnover Intention Karyawan Pt. Indonusa Algaemas Prima Bali. *E-Jurnal Manajemen Unud*, 5(6), 242068.
- 1 Samsudin, S. (2006). *Manajemen Sumber Daya Manusia*. Pustaka Setia.
- Sari, N., Hakam, M. S., & Susilo, H. (2015). PENGARUH KEPUASAN KERJA TERHADAP TURNOVER INTENTION (Studi pada AJB Bumiputera 1912 Kantor Wilayah Jatim II/Malang). *Jurnal Administrasi Bisnis*, 27(1), 1–8.
- Sartono, M., Yulianue, & Budi, L. (2018). Pengaruh Kompensasi, Motivasi kerja dan Komitmen Organisasi terhadap Turnover Intention. *Journal of Management*, 4(4), 13.
- 1 Sedarmayati. (2011). *Manajemen Sumber Daya Manusia, reformasi birokrasi dan manajemen pegawai negeri sipil*. PT. Refika Aditama.
- Sekaran, U. (2006). *Metode Penelitian Untuk Bisnis*. Salemba Empat.
- Simamora, H. (2006). *Manajemen Sumberdaya Manusia*. Sekolah. Tinggi Ilmu Ekonomi YKPN.
- 8 Solihin, M., & Ratmono, D. (2013). *Analisis SEM-PLS dengan WarpPLS*. Pustaka Pelajar.

- Suwandana, I. G. M. (2017). PENGARUH IKLIM ORGANISASI TERHADAP TURNOVER INTENTION DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI Kadek Bayu Satrio Maha Putra 1 Fakultas Ekonomi dan Bisnis Universitas Udayana (Unud), Bali , Indonesia ABSTRAK Pada pasar yang kompetitif , seorang kar. *E-Jurnal Manajemen Unud*, 6(5), 2417–2444.
- Syahronica, G., Hakam, M. S., & Ruhana, I. (2015). PENGARUH KEPUASAN KERJA DAN STRES KERJA TERHADAP TURNOVER INTENTION (Studi Pada Karyawan Departemen Dunia Fantasi PT Pembangunan Jaya Ancol, Tbk). *Jurnal Administrasi Bisnis SI Universitas Brawijaya*, 20(1), 85723.
- Tadampali, A. C. T., Hadi, A., & Salam, R. (2016). Pengaruh Iklim Organisasi Terhadap Turnover Intention Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada Pt Bank Sulselbar. *Jurnal Ilmiah Ilmu Administrasi Publik*, 6(2), 35. <https://doi.org/10.26858/jiap.v6i2.2479>
- Waspodo, A. A., Handayani, N. C., & Paramita, W. (2013). Pengaruh Kepuasan Kerja dan Stres Kerja terhadap Turnover Intention pada Karyawan PT. Unitex di Bogor. *Jurnal Riset Manajemen Sains Indonesia (JRMSI)*, 4(1), 97–115.
- Widyantara, I., & Ardana, I. (2015). Pengaruh Kepuasan Kerja Dan Komitmen Organisasi Terhadap Intensitas Turnover Karyawan. *E-Jurnal Manajemen Universitas Udayana*, 4(6), 246548.
- Widyasari, N. M., & Subudi, I. G. A. M. D. M. (2017). Pengaruh Ketidakamanan Kerja dan Kompensasi Terhadap Kepuasan Kerja dan Turnover Intention Karyawan Besakih Beach Hotel Denpasar. *E-Jurnal ekonomi dan bisnis universitas Udayana*, 5, 31.
- Wiguna, G., & Surya, I. (2017). Pengaruh Kompensasi terhadap Komitmen Organisasional dan Turnover Intention pada Agent Pru Megas. *E-Jurnal Manajemen Universitas Udayana*, 6(8), 255366.
- Yuda, I. M., & Putra, D. (2019). PERAN KEPUASAN KERJA MEMEDIASI IKLIM ORGANISASI TERHADAP TURNOVER INTENTION Fakultas Ekonomi dan Bisnis Universitas Udayana (Unud), Bali , Indonesia Email: yudadwiputra10@gmail.com ABSTRAK Sumber Daya Manusia (SDM) di dalam perusahaan berperan sangat. *E-Jurnal Manajemen*, 8(1), 7283–7311.

Effect of Organizational Climate, Compensation and Satisfaction on Turnover Intention

ORIGINALITY REPORT

16%

SIMILARITY INDEX

13%

INTERNET SOURCES

5%

PUBLICATIONS

5%

STUDENT PAPERS

PRIMARY SOURCES

1	jurnal.unmuhjember.ac.id Internet Source	3%
2	publikasiilmiah.ums.ac.id:8080 Internet Source	1%
3	repository.unej.ac.id Internet Source	1%
4	sinta.unud.ac.id Internet Source	1%
5	Submitted to Universitas Putera Batam Student Paper	1%
6	Submitted to Politeknik Negeri Bandung Student Paper	1%
7	Submitted to Hoa Sen University Student Paper	1%
8	buscompress.com Internet Source	1%
9	ijsrst.com	

Internet Source

1%

10

journals.telkomuniversity.ac.id

Internet Source

<1%

11

Submitted to Universiti Sains Malaysia

Student Paper

<1%

12

konsultasiskripsi.com

Internet Source

<1%

13

jurnalakuntansi.petra.ac.id

Internet Source

<1%

14

Submitted to Universitas Negeri Semarang

Student Paper

<1%

15

eprints.upnyk.ac.id

Internet Source

<1%

16

Submitted to Massey University

Student Paper

<1%

17

Rajendra Kumar, K. V. S. Rao. "Performance analysis of a 7.2 MW wind farm at Sikar in Rajasthan", 2016 International Conference on Emerging Technological Trends (ICETT), 2016

Publication

<1%

18

www.emerald.com

Internet Source

<1%

19

Submitted to University of Houston, Downtown

<1%

20

Wayan Arya Paramarta, I Putu Purnama Astika. "Motivasi Sebagai Mediasi Pengaruh Pelatihan Dan Lingkungan Kerja Terhadap Kinerja Pegawai Medis Instalasi Rawat Inap B RSUP Sanglah Denpasar", WIDYA MANAJEMEN, 2020

Publication

<1%

21

core.ac.uk

Internet Source

<1%

22

Submitted to University of Newcastle

Student Paper

<1%

23

www.ijbssnet.com

Internet Source

<1%

24

yaumilibrahim26.blogspot.com

Internet Source

<1%

25

Submitted to Universiti Teknologi MARA

Student Paper

<1%

26

academicjournals.org

Internet Source

<1%

27

Nasution, Ade Parluangan, Ponco Bambang Mahargiono, and Yoyok Soesatyo. "Effect of Leadership Styles, Organizational Climate and Ethos of Work on Employee Productivity (PT.

<1%

HP Metals Indonesia the Powder Coating)",
International Journal of Business and
Management, 2016.

Publication

28

bams239.blogspot.com

Internet Source

<1%

29

Mustafa Elqadri, Zaenal, and Dr. Priyono. "The
Influence of Organizational Culture,
Organizational Climate, and the Promotion of
the Position of Employee Job Satisfaction in PT.
Surabaya Graphics Media Temprina", Asian
Social Science, 2015.

Publication

<1%

30

manajemen.febulm.ac.id

Internet Source

<1%

Exclude quotes Off

Exclude matches Off

Exclude bibliography Off