ANALYZING THE CONTRIBUTION OF HUMAN RESOURCE MANAGEMENT ACTIVITIES (TRAINING & DEVELOPMENT, CAREER DEVELOPMENT AND PERFORMANCE APPRAISAL) TOWARDS EMPLOYEE’S INTENTION TO STAY IN THE ORGANIZATION THROUGH ORGANIZATIONAL COMMITMENT.

CASE STUDY: PT. CITRA TRANSPOR NUSANTARA

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Abstract

This study have been considered in order to find out the contribution of HRM Activities towards Employee’s Intention to Stay in the Organization through Organizational Commitment as the mediating variable. It proposed to find out whether is there any contribution or not of Human Resource Management activities towards the Employee’s Intention to Stay in the Organization through Organizational Commitment.

It was hypothesized that HRM Activities contributing towards Employee’s Intention to Stay in the Organization and mediated by Organizational Commitment. This study were tested in 105 employees of PT. Citra Transpor Nusantara. In this research, the research type used is associative and the analysis method used is path analysis. Data collection method using literature review, questionnaire, and interview. The result of this study shows that HRM Activities contribute towards Employee’s Intention to Stay in the Organization mediated by Organizational Commitment in PT Citra Transpor Nusantara as much as 93.3%. The result has shown that there is a significant contribution of HRM Activities towards Employee’s intention to stay in the Organization through Organizational Commitment. (NA)

Key words:

*HRM Activities, Organizational Commitment, Employee’s Intention To Stay*