

ABSTRACT

**ANALYSIS OF THE INFLUENCE OF PERSON ORGANIZATION FIT AND
JOB AMBIGUITY ON ORGANIZATIONAL COMMITMENT AND ITS
IMPACT ON INTENTION TO LEAVE
(Research Study on Baristas in East Priangan)**

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The purpose of this study was to determine and analyze the influence of Person Organization Fit and Job Ambiguity on Organizational Commitment and its impact on Intention to Leave (Research Study on Baristas in East Priangan). The research method used was a survey method with a quantitative approach by distributing questionnaires to baristas in East Priangan. The type of data used was primary data and the population in this study was 230 people. The sample in this study was baristas in East Priangan. While the sampling technique used non-probability purposive sampling technique. The data collection technique used was a questionnaire method given to respondents. The analysis tool in this study used Structural Equation Modeling (SEM) analysis. The results of the analysis show that: (1) Person organization fit has a positive effect on organizational commitment (2) Job ambiguity has a negative effect on organizational commitment (3) Organizational commitment has a negative effect on intention to leave (4) Organizational commitment can mediate the relationship between person organization fit and intention to leave, and; (5) Organizational commitment can mediate the relationship between job ambiguity and intention to leave among baristas in East Priangan.

Keywords: *Person Organization Fit, Job Ambiguity, Organizational Commitment, Intention to Leave*

ABSTRAK

ANALISIS PENGARUH *PERSON ORGANIZATION FIT* DAN *JOB AMBIGUITY* TERHADAP KOMITMEN ORGANISASI DAN DAMPAKNYA TERHADAP *INTENTION TO LEAVE* (Studi Penelitian Pada Barista di Priangan Timur)

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Tujuan penelitian ini untuk mengetahui dan menganalisis pengaruh *Person Organization Fit* dan *Job Ambiguity* terhadap Komitmen Organisasi dan dampaknya terhadap *Intention to Leave* (Studi Penelitian Pada Barista di Priangan Timur). Metode penelitian yang digunakan adalah metode survei dengan pendekatan kuantitatif dengan menyebarkan kuesioner kepada barista di Priangan Timur. Jenis data yang digunakan merupakan data primer dan populasi dalam penelitian ini sebanyak 230 orang. Sampel dalam penelitian ini merupakan barista di Priangan Timur. Sedangkan teknik penarikan sampel menggunakan teknik *non probability purposive sampling*. Teknik pengumpulan data yang digunakan adalah metode kuesioner yang diberikan kepada responden. Alat analisis dalam penelitian ini menggunakan analisis *Structural Equation Modeling* (SEM). Hasil analisis menunjukkan bahwa: (1) *Person organization fit* berpengaruh positif terhadap komitmen organisasi (2) *Job ambiguity* berpengaruh negatif terhadap komitmen organisasi (3) Komitmen organisasi berpengaruh negatif terhadap *intention to leave* (4) Komitmen organisasi dapat memediasi hubungan antara *person organization fit* terhadap *intention to leave*, dan; (5) Komitmen organisasi dapat memediasi hubungan antara *job ambiguity* terhadap *intention to leave* pada barista di Priangan Timur.

Kata Kunci: *Person Organization Fit*, *Job Ambiguity*, Komitmen Organisasi, *Intention to Leave*