ABSTRACT

This study aims at analyzing influences of political perception of organization, affective commitment, work satisfaction and work stress towards employee's eagerness to drop out with a variable of moderation perception of endorsement of organization. This study was conducted at PT WikaIndustri&Konstruksi. Analysis method used in this study was mixed method with the explanatory sequential design.The number of the sample was 157 respondents for opened questionnaire and 3 participants for closed questionnaire. The questionnaire measurement was opened with scale 1-7. Data analysis used was hierarchical regression analysis with a help of SPSS 23 program.

On quantitative analysis of examination findings toward hypothesis, it is indicated that variable of political perception of organization positively affects an eagerness of dropping out, affective commitment affects an eagerness of dropping out negatively, work stress positively affects an eagerness of dropping out and perception of endorsement of organization can moderate correlation between affective commitment and work stress towards an eagerness to drop out yet not between perception of endorsement of organization and work satisfaction towards employee's eagerness to drop out.

On qualitative analysis, it supports the finding on hypothesis examination in which employee told a high existence of political behavior and work stress accompanied by low affective commitment and work satisfaction of employee impacting on high desire to drop out. In addition, there was a low organizational support so that by using moderation examination, it can be known that employees will prefer to drop out when affective commitment is low accompanied by low endorsement of organization and employees tend to drop out when high work stress appears with a low endorsement of organization.

Key words: eagerness to drop out, political perception of organization, affective commitment, work satisfaction, work stress, perception of organizational support