

Abstract

THE IMPACT OF PERSONALITY TRAITS TO TURNOVER INTENTION THROUGH ORGANIZATIONAL COMMITMENT AS A MEDIATOR

(Case Study at Employee of PT X)

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This research is aiming to find out the impact of personality traits to turnover intention, while commitment organizational was the mediator variable. Research was conducted at PT X, one of the recruitment services company or known as the headhunter firm. Personality traits variable consist of extraversion, agreeableness, conscientiousness, neuroticism, dan openness to experience. Meanwhile organizational commitment consist of affective commitment, continuance commitment, and normative commitment. Research had involved 97 employees from PT X which conducted in quantitative method with regression linear analysis. Result showed that only conscientiousness trait that have the significant impact to turnover intention ($t = -2.02$). meanwhile after affective commitment as the mediator of conscientiousness to turnover intention, the impact of IV to DV become not significant ($t = -0.73$). In this case, we concluded that the role of affective commitment is full mediator.

Keyword: Personality Traits, Turnover Intention, Organizational Commitment