

***The Influence of Self-Efficacy and Perceived Organizational Support on Intention To Stay with Person-Job Fit as a Moderating Variable (Case Study Field Workers at PT Cipta Enka Utama)***

**By Siti Afira Rachmadiasti**

**ABSTRACT**

*This study aims to determine the influence of self-efficacy and perceived organizational support on field workers at PT Cipta Enka Utama's intention to stay with person-job fit as a moderating variable. The research method included a quantitative approach with purposive sampling approaches. Based on the compiled criteria, 106 workers were selected as respondents, either by saturation sample or by sampling the full population. Data gathering methods by giving field employees of PT Cipta Enka Utama questions using Google Form. Descriptive and inferential analysis is the method used to analyze the data, while SmartPLS 4.0 is used for processing. There are several tests, such as the convergent validity test, discriminant validity test, reliability test, determination coefficient test (R<sup>2</sup>), predictive relevance test (Q<sup>2</sup>), and partial hypothesis test (T-test). The findings of this study indicate that: (1) Self-efficacy has a positive and significant contribution to Intention to Stay, (2) Perceived Organizational Support has a positive and significant contribution to Intention to Stay, (3) Person-job Fit has a positive and significant moderating role on the relationship of Self-efficacy and Intention to Stay, and (4) Person-job Fit has a negative and significant moderating role on the relationship of Perceived Organizational Support and Intention to Stay.*

**Keywords:** *Self-efficacy, Perceived Organizational Support, Intention to Stay, Person-job Fit*

**Pengaruh *Self-Efficacy* dan *Perceived Organizational Support* Terhadap  
*Intention To Stay* dengan *Person-Job Fit* Sebagai Variabel Moderasi (Studi  
Kasus Pada Pekerja Lapangan PT Cipta Enka Utama)**

Oleh Siti Afira Rachmadiasti

**ABSTRAK**

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh *Self-efficacy* dan *Perceived Organizational Support* terhadap *Intention to Stay* dengan *Person-job Fit* sebagai variabel moderasi pada pekerja lapangan PT Cipta Enka Utama. Dalam penelitian ini, pendekatan yang diterapkan adalah kuantitatif dengan teknik pengambilan sampel menggunakan *purposive sampling*. Jumlah responden sebanyak 106 orang yang ditentukan dengan sampel jenuh atau seluruh populasi dijadikan sampel berdasarkan kriteria yang telah disusun. Teknik pengumpulan data dengan menyebarkan kuesioner melalui *Google Form* dan disebarkan kepada pekerja lapangan PT Cipta Enka Utama. Teknik analisis data adalah dengan analisis deskriptif dan inferensial yang diolah menggunakan alat ukur SmartPLS 4.0. Pengujian meliputi uji validitas konvergen, uji validitas diskriminan, uji reliabilitas, uji koefisien determinasi ( $R^2$ ), uji *predictive relevance* ( $Q^2$ ), dan uji hipotesis secara parsial atau uji-T. Temuan dari penelitian ini mengindikasikan bahwa: (1) *Self-efficacy* memiliki kontribusi positif dan signifikan terhadap *Intention to Stay*, (2) *Perceived Organizational Support* memiliki kontribusi positif dan signifikan terhadap *Intention to Stay*, (3) *Person-job Fit* memiliki peran moderasi positif dan signifikan pada hubungan *Self-efficacy* dan *Intention to Stay*, dan (4) *Person-job Fit* memiliki peran moderasi negatif dan signifikan pada hubungan *Perceived Organizational Support* dan *Intention to Stay*.

**Kata kunci:** *Self-efficacy*, *Perceived Organizational Support*, *Intention to Stay*, *Person-job Fit*