ANALYSIS OF ORGANIZATION CAREER MANAGEMENT AND INDIVIDUAL CAREER MANAGEMENT INFLUENCE TOWARD LABOR ORGANIZATION COMMITMENT USING STRUCTURAL EQUATION MODELING WITH PARTIAL LEAST SQUARES (CASE STUDY ON PT. “XYZ”)  

Name of Student : Eko Budi Srilaksono  
NRP : 1309 100 085  
Department : Statistics FMIPA-ITS  
Supervisor : Drs. Haryono, MSIE

Abstract
The economic crisis is impacting on economic growth in Indonesia in various sectors contracted. One wave of the crisis is affected Badan Pengelolah Industri Sektoral (BPIS) that the houses of PT. "XYZ" in the metal manufacturing sector and heavy equipment. The optimization or downsizing affects the psychological condition of the company to employees. In the study Samsul Arifin (2013), analyzing the pattern of the relationship between organizational career management and individual career management on organizational commitment of employees at PT. "XYZ" Structural Equation Modeling (SEM), but did not have the assumption of multivariate normal distribution. Thus developed SEM approach using Partial Least Squares without parametric assumptions and methods used bootstraps or "resampling". In addition to analyzing the effect of organizational career management and individual career management on organizational commitment, made the establishment of a moderating variable of the interaction of organizational career management and individual career management on organizational commitment. The coefficient of determination ($R^2$) of the organizational commitment of 0.4633, meaning that models a relationship formed on endogenous variables "weak" and the need for an evaluation of the development of the company. Based on the value of $Q^2$, the model has an excellent predictive value relevant.

Keywords : PLS-SEM, Bootstraps, Moderation, Organizational Commitment.
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