

INTISARI

Penelitian ini bertujuan untuk mengidentifikasi pengaruh *job embeddedness* terhadap kinerja dengan *career barriers* sebagai moderasi. Informasi yang didapat dari penelitian ini sangat penting bagi perusahaan sebagai bahan pertimbangan untuk melakukan penerapan peningkatan *job embeddedness* atau keterikatan kerja. Subjek penelitian adalah karyawan di PT.Madu Baru Yogyakarta. Teknik pengambilan sampel dengan *purposive sampling*. Metode pengumpulan data menggunakan metode survei dengan penyebaran kuesioner diperoleh 100 responden. Data di analisis menggunakan SPSS.

Hasil penelitian menunjukkan bahwa *job embeddedness* berpengaruh positif terhadap kinerja dan *career barriers* tidak mempengaruhi pengaruh *job embeddedness* terhadap kinerja,

Kata Kunci: *Job Embeddedness*, Kinerja Karyawan, dan *Career Barriers*

ABSTRACT

This research is aimed to identify the influence if job embeddedness toward performance of employee with career barriers as variable of moderation . The information that was obtained from this research is very important for the company as the consideration to apply better Occupational Health and Safety for the employee. Subject of this research is the employees of PT. Madu Baru Yogyakarta. The sampling was taken by using purposive sampling, survey as the method of this research, and through that method this research gathered 100 respondents. SPSS was used to analyze data.

The result of this research shows that job embeddedness has positive impact to work performance and career carriers hasn't affect the relation of job embeddedness toward work performance.

Keywords : Job Embeddedness, Work Performance, Career Barriers