

***Competency, Organizational Health, Job Career, Job Performance
And Employees Turnover***

by

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ABSTRACT

This research objective is investigate the influences among competency, organizational hygiene factor, career scaffold, employees' job performance and employees' turnover intentions in The Seminyak Beach Resort & Spa. A survey was conducted among a sample of 242 employees at the Seminyak Beach Resort & Spa through purposive sampled with bipolar adjective scale questionnaire but only 189 qualified respondent data could be tabulated, those were analyzed using Structural Equation Modeling via AMOS 22.0.

*According the result of the analysis, competency had positive and significant influence toward employees' job performance ($\lambda = 0,228$, $CR = 2,759$, $\rho = 0,006$) but it had negative influence toward career scaffold ($\lambda = -0,141$, $CR = -2,123$, $\rho = 0,034$). Otherwise, organizational hygiene factor able to give positive influence toward career scaffold ($\lambda = 0,840$, $CR = 8,705$, $\rho = ***$) and employees' job performance ($\lambda = 0,206$, $CR = 1,133$, $\rho = 0,257$) but it had negative influence on employees' turnover intentions ($\lambda = -0,162$, $CR = -0,914$, $\rho = 0,361$). Also career scaffold as intervening variable able to give positive and significant influence for both employees' job performance ($\lambda = 0,555$, $CR = 2,919$, $\rho = 0,004$) and employees' turnover intentions ($\lambda = 0,605$, $CR = 2,938$, $\rho = 0,003$). In the meantime, employees' job performance had positive and significant influence toward employees' turnover intentions ($\lambda = 0,492$, $CR = 3,516$, $\rho = ***$).*

The Research limitations/implications – Limitations in this research showed other outside factor still giving influence and it might be able to add more variables for next research. Practical implications – The findings provide for a better understanding of how organizational hygiene factor can control employees' turnover intention and it as a trigger to boost employees' job performance through career scaffold.

Keyword : Competency, Organizational Hygiene Factor, Career Scaffold, Employees' Job Performance And Employees' Turnover Intentions

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