

ABSTRAKSI

Penelitian ini bertujuan untuk menganalisis tingkat *job embeddedness* karyawan eskpedisi spx kecamatan prembun. Penelitian ini menggunakan variabel *Person Job Fit* dan *Coworker Support* untuk menganalisis pengaruh *Job Embeddedness* karyawan eskpedisi spx kecamatan prembun.. Dalam penelitian ini menggunakan variabel Kepuasan kerja sebagai variabel intervening untuk menganalisis pengaruh *Person Job Fit*, *Coworker Support* terhadap *Job Embeddedness* karyawan eskpedisi spx kecamatan prembun. Populasi dalam penelitian ini adalah karyawan eskpedisi spx kecamatan prembun yang berjumlah 32 orang. Teknik pengambilan sampel yang digunakan adalah sampel jenuh sehingga jumlah seluruh populasi kuesioner. Analisis data yang digunakan adalah uji validitas, uji reliabilitas, uji asumsi klasik, uji hipotesis, analisis korelasi, analisis jalur dan uji sobel. Alat bantu pengolahan data menggunakan SPSS 25.0 for windows. Hasil penelitian ini menunjukkan bahwa *Person Job Fit* berpengaruh positif dan signifikan terhadap Kepuasan Kerja. *Coworker Support* tidak berpengaruh langsung terhadap Kepuasan Kerja. *Person Job Fit* berpengaruh positif dan signifikan terhadap *Job Embeddedness*. *Coworker Support* berpengaruh positif dan signifikan terhadap *Job Embeddedness*. Kepuasan Kerja berpengaruh positif dan signifikan terhadap *Job Embeddedness*. Kepuasan kerja tidak dapat memediasi antara *Person Job Fit* dan *Coworker Support* terhadap *Job Embeddedness*.

Kata Kunci : *Person Job Fit*, *Coworker Support*, Kepuasan Kerja dan *Job Embeddedness*

ABSTRACT

This study aims to analyze the level of job embeddedness among employees of the SPX expedition in Prembun District. The research employs the variables Person-Job Fit and Coworker Support to examine their influence on the job embeddedness of these employees. Job Satisfaction is used as an intervening variable to analyze the effect of Person-Job Fit and Coworker Support on Job Embeddedness. The population in this study consists of 32 employees of the SPX expedition in Prembun District. The sampling technique used is saturated sampling, so the entire population was included in the questionnaire distribution. The data analysis techniques used include validity test, reliability test, classical assumption test, hypothesis testing, correlation analysis, path analysis, and Sobel test. Data processing was conducted using SPSS 25.0 for Windows. The results of this study indicate that Person-Job Fit has a positive and significant effect on Job Satisfaction. Coworker Support does not have a direct effect on Job Satisfaction. Person-Job Fit has a positive and significant effect on Job Embeddedness. Coworker Support also has a positive and significant effect on Job Embeddedness. Job Satisfaction has a positive and significant effect on Job Embeddedness. However, Job Satisfaction does not mediate the relationship between Person-Job Fit and Coworker Support on Job Embeddedness.

Keywords : *Person Job Fit, Coworker Support, Job Satisfaction dan Job Embeddedness*