

Effect of Perceived Line Manager Relationship and Working Environment to Intention to Stay in Ceramic and Glass Manufacturing Company

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Abstract

The purpose of this study is to know the contribution of Perceived Line Manager Relationship to Intention to Stay, Working Environment to Intention to Stay, and Perceived Line Manager Relationship & Working Environment simultaneously to Intention to stay in Indonesia Glass & Ceramic Manufacturing Company. This research was conducted in one of the Indonesia Glass & Ceramic Manufacturing company (Company XYZ). The variables used in this study are Perceived Line Manager Relationship, Working Environment, and Intention to Stay. This study used a quantitative approach using linear regression with survey method from a questionnaire and used data from 357 employees that distributed in company XYZ. A data analysis using technique linear regression. The result of the study shown that Perceived Line Manager Relationship was significantly positive effect on Intention to Stay by 37.2%, Working Environment was significantly positive effect on Intention to Stay by 47.7%, and Perceived Line Manager Relationship and Working Environment simultaneously was significantly positive effect on Intention to Stay by 47.8%.

Keywords: Perceived Line Manager Relationship; Working Environment; Intention to Stay; Glass Ceramic Industry