

We need to talk about kinship: how kinship weakens turnover intentions among academicians at private higher education institutions in Indonesia

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Abstract	<p>a:7:{i:0;s:297:"Purpose - There are two objectives in this study. First, testing the relationship between person-organization fit (P-O fit) and person-job fit (P-J fit) on turnover intentions. Second, examining the moderating role of kinship on the relationship between P-O fit and P-J fit on turnover intentions.";i:1;s:224:"Design/methodology/approach - This research was conducted at private universities in Lampung with a total of 282 respondents. The analytical method used to test the research hypothesis was moderated regression analysis (MRA)";i:2;s:303:"Findings - There are five proposed hypotheses, and all of them are supported. The findings of this study reveal that P-O fit and P-J fit are predictors that are negatively related to turnover intentions. Furthermore, kinship moderates the relationship between P-O fit and P-J fit on turnover intentions.";i:3;s:820:"Research limitations/implications - This study adds to the literature on turnover intentions in universities and underscores some important advances and contributions in developing a human resource management theory related to social capital. Based on the findings of this study, organizations are expected to pay more attention to P-O fit, P-J fit and kinship to reduce the level of turnover intentions. Employers are expected to choose people who match the organization's values and work and create interpersonal relationships between them to reduce turnover intentions, which mean the findings extend the theory of attraction-selection-attrition (ASA), social exchange and social capital. These findings provide theoretical and pragmatic insights for human resource management practitioners and relevant stakeholders.";i:4;s:632:"Practical implications - Practically, the concepts of P-O fit and P-J fit are important to be considered by the leadership because creating a suitable environment for employees will trigger positive behaviors. Leaders must find the right people for the environment and the right environment for the employees. Furthermore, this study has implications for a relational approach to overcoming turnover intentions in the workplace. The relational approach is in the form of kinship. Organizations that encourage opportunities for social interaction among members can reduce employee turnover and tend to create positive social capital.";i:5;s:351:"Social implications - In social practice, kinship connects people in an organization. The existence of kinship in an organization helps academicians get relational and emotional support from coworkers and superiors so that they will feel a family relationship that may not be found in other organizations, which eventually reduces turnover intentions.";i:6;s:398:"Originality/value - The originality of this study lies in investigating the moderating role of kinship on the relationship between P-O fit and turnover intentions. Kinship in this study is different from research in general. "Kinship" here is based on a kinship perspective because of the peculiarities of Asian culture, especially in Indonesia, namely kinship without blood relations and marriage.";</p>
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