

ABSTRACT

THE EFFECT OF WORKLOAD, EMPLOYEE ENGAGEMENT, AND PERCEIVED ORGANIZATIONAL SUPPORT ON EMPLOYEE TURNOVER INTENTION AT PT. CENTRAL SAHABAT BARU

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Healthy companies can manage their employee turnover. Propotional workload can suppress the level of employee boredom, the employee's engagement to his company is able to increase employee loyalty, and perceived organizational support is ble to provide a positive perception in the eyes of employees, this will have an impact to reduce the flow of turnover intention. Research using quantitavie techiniques, as many as 64 employees were taken at random, then analyzed. From the result of regression analysis showed that the workload, employee engagement, and perceived organizational support has significant effect on turnover intention.

Keywords :

Workload, employee engagement, perceived organizational support, turnover intention.

ABSTRAK

PENGARUH BEBAN KERJA, EMPLOYEE ENGAGEMENT, DAN PERCEIVED ORGANIZATIONAL SUPPORT TERHADAP TURNOVER INTENTION KARYAWAN DI PT. CENTRAL SAHABAT BARU

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Perusahaan yang sehat harus bisa mengelola perputaran karyawannya. Beban kerja yang proposional mampu menekan tingkat kejemuhan karyawan, keterikatan karyawan (employee engagement) terhadap perusahaannya mampu meninggikan loyalitas karyawan, serta dukungan dari atasan (perceived organizational support) mampu memberikan persepsi positif dimata karyawan hal ini akan berdampak untuk menekan alur perputaran karyawan (turnover intention). Penelitian menggunakan teknik kuantitatif, sebanyak 64 karyawan diambil secara acak, kemudian dianalisis. Dari hasil analisis regresi menunjukan bahwa baik beban kerja, employee engagement, serta perceived organizational support berpengaruh yang signifikan terhadap turnover intention.

Kata Kunci : *Beban Kerja, Employee Engagement, Perceived Organizational Support, Turnover Intention*