

PENGARUH *QUALITY OF WORK LIFE* (QWL) TERHADAP *TURNOVER INTENTION* MELALUI VARIABEL MEDIASI *EMPLOYEE COMMITMENT* DI PT KARUNIA ALAM SEGAR, GRESIK

Nama Mahasiswa : Khusniya Pratama Putri
NIM : 1011810045
Pembimbing : Mirza Dwinanda Ilmawan, S.E., M.M.

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh *Quality of Work Life* (QWL) terhadap *Turnover Intention* melalui variabel mediasi *Employee Commitment* di PT Karunia Alam Segar. Penelitian ini menggunakan teknik analisis *Partial Least Square* (PLS) dengan responden 99 karyawan. Berdasarkan analisa data statistik, *Quality of Work Life* (QWL) berpengaruh positif signifikan terhadap *Employee Commitment*, positif signifikan terhadap *Turnover Intention*. *Employee Commitment* berpengaruh positif signifikan terhadap *Turnover Intention*. *Employee Commitment* memediasi hubungan antara *Quality of Work Life* (QWL) terhadap *Turnover Intention*.

Kata Kunci: *Partial Least Square*, *Quality of Work Life*, *Turnover Intention*, *Employee Commitment*.

THE EFFECT OF QUALITY OF WORK LIFE (QWL) ON TURNOVER INTENTION WITH EMPLOYEE COMMITMENT AS A MEDIATING VARIABLE AT PT KARUNIA ALAM SEGAR, GRESIK

Name : Khusniya Pratama Putri
Student ID : 1011810045
Supervisor : Mirza Dwinanda Ilmawan, S.E., M.M.

ABSTRACT

The purpose of this study is to determine and analyze the effect of Quality of Work Life (QWL) on Turnover Intention with Employee Commitment as mediating variable at PT Karunia Alam Segar, Gresik. This study uses Partial Least Square (PLS) analysis techniques with 99 employees. Based on the results of statistical data analysis, Quality of Work Life (QWL) has a significant positive effect on Employee Commitment, significant positive towards Turnover Intention. Employee Commitment has a significant positive effect on Turnover Intention. Employee Commitment mediates the relationship between Quality of Work Life (QWL) and Turnover Intention.

Keywords: Partial Least Square, Quality of Work Life, Turnover Intention, Employee Commitment.