

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *job embeddedness*, *work engagement* dan *organizational citizenship behavior* terhadap kinerja SDM PT. Damaitex Semarang dengan *turnover intention* sebagai variabel intervening. Populasi dalam penelitian ini adalah jumlah keseluruhan karyawan bagian produksi PT. Damaitex Semarang sebesar 723 orang. Teknik pengambilan sampel dengan metode *purposive sampling*. Sampel dalam penelitian ini adalah karyawan bagian produksi PT. Damaitex Semarang sebesar 88 responden, dengan instrumen penelitian berupa kuesioner. Alat analisisnya adalah path analysis, dimana sebelumnya dilakukan uji validitas dan reliabilitas serta uji asumsi klasik

Hasil pengujian menunjukkan bahwa *job embeddedness*, *work engagement* dan *organizational citizenship behavior* berpengaruh negatif signifikan terhadap *turnover intention*. *job embeddedness*, *work engagement* dan *organizational citizenship behavior* berpengaruh positif dan signifikan terhadap kinerja SDM. *Turnover intention* berpengaruh negatif dan signifikan terhadap kinerja SDM. *Turnover intention* mampu sebagai variabel intervening antara *job embeddedness* terhadap kinerja SDM dan *turnover intention* mampu sebagai variabel intervening antara *work engagement* terhadap kinerja SDM. *Turnover intention* mampu sebagai variabel intervening antara *organizational citizenship behavior* terhadap kinerja SDM.

Kata Kunci: *Job Embeddedness*, *Work Engagement*, *Organizational Citizenship Behavior*, *Turnover Intention* dan kinerja SDM

ABSTRACT

This study aims to analyze the influence of embeddedness, work engagement and organizational citizenship behavior on the HR performance of PT. Damaitex Semarang with turnover intention as an intervening variable. The population in this study is the total number of employees in the production section of PT. Damaitex Semarang is 723 people. The sampling technique using purposive sampling method. The sample in this study were employees of the production section of PT. Damaitex Semarang amounted to 88 respondents, with the research instrument in the form of a questionnaire. The analysis tool is path analysis, where previously tested the validity and reliability and classic assumption test.

The test results show that job embeddedness, work engagement and organizational citizenship behavior have a significant negative effect on turnover intention. job embeddedness, work engagement and organizational citizenship behavior have a positive and significant effect on HR performance. Turnover intention has a negative and significant effect on HR performance. Able to turnover intention as an intervening variable between job embeddedness and HR performance and turnover intention is able to be an intervening variable between work engagement and HR performance. Turnover able intention as an intervening variable between organizational citizenship behavior towards HR performance.

Keywords: *Job Embeddedness, Work Engagement. Organizational Citizenship Behavior, Turnover Intention Kinerja SDM*