

ABSTRACT

This study aims to determine the effect of perceived organizational supports and Work Life Balance on Turnover Intension with affective commitment as an employee intervening variable at PT Astra International Tbk-HSO Gajahmada Sales Office Semarang. The design of this research is applied descriptive research using primary and secondary data. Data collection methods use observations, questionnaires, and interviews.

The population of this research is the employees of PT. Astra Internasional Tbk-Hso Sales Office Gajahmada Semarang, amounting to 67 people. The sample selection in this study uses a probability sampling method. The sampling technique uses purposive sampling technique with the characteristics of respondents' criteria consisting of gender, respondent age, years of service and educational background. The testing technique used is descriptive analysis.

Based on the results concluded that the test results obtained indicate that the multiple test significantly influences the perceived organizational support variable on turnover intension and is not mediated by affective commitment This shows that the presence of high perceived organizational support will reduce employee actions to move to work. However, the affective commitment that employees have does not have the effect of the effect of perceived organizational support on turnover intension. The results showed that there was a significant influence on the work life balance variable on turnover intensity and was not mediated by commitment. This shows that the existence of high work life balance owned by employees will reduce employee actions to move to work. However, the affective commitments that employees have do not have the effect of the effect of work life balance on turnover intension. Other results show the influence of perceived organizational, affective commitment, and work life balance on negative and significant turnover intentions. The hypothesis is acceptable. This means that the increasing variable perceived organizational support, affective commitment, and work life balance decreases the turnover intensity.

Keywords: Perceived Organizational Support, Work Life Balance Turnover Intention, Affective Commitment

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *perceived organizational supports* dan *Work Life Balance* terhadap *Turnover Intension* dengan komitmen afektif sebagai *variable intervening* karyawan pada PT Astra International Tbk-HSO Sales Office Gajahmada Semarang. Desain penelitian ini adalah penelitian deskriptif terapan dengan menggunakan data primer dan sekunder. Metode pengumpulan data menggunakan observasi, kuesioner, dan wawancara..

Populasi dari penelitian ini adalah karyawan bagian produksi PT. Astra Internasional Tbk-Hso Sales Office Gajahmada Semarang yang berjumlah 67 orang. Pemilihan sample dalam penelitian ini menggunakan metode *probability sampling*. Teknik sampling menggunakan teknik *Purposive Sampling* dengan kriteria karakteristik responden terdiri dari jenis kelamin, usia responden, masa kerja dan latar belakang pendidikan. Teknik pengujian yang digunakan adalah analisis deskriptif.

Berdasarkan hasil yang disimpulkan Hasil pengujian yang didapat menunjukkan bahwa uji sobel pengaruh signifikan variabel *perceived organizational support* terhadap *turnover intension* dan tidak di mediasi oleh komitmen afektif Hal ini menunjukkan bahwa adanya *perceived organizational support* yang tinggi akan menurunkan tindakan karyawan untuk melakukan pindah bekerja. Akan tetapi komitmen afektif yang dimiliki karyawan tidak memiliki dampak pengaruh *perceived organizational support* terhadap *turnover intension*. Hasil penelitian menunjukkan bahwa ada pengaruh signifikan variabel *work life balance* terhadap *turnover intension* dan tidak di mediasi oleh komitmen. Hal ini menunjukkan bahwa adanya *work life balance* tinggi yang dimiliki oleh karyawan akan menurunkan tindakan karyawan untuk melakukan pindah bekerja. Akan tetapi komitmen afektif yang dimiliki karyawan tidak memiliki dampak pengaruh *work life balance* terhadap *turnover intension*. Hasil lainnya menunjukan pengaruh *perceived organizational*, komitmen afektif, dan *work life balance* terhadap *turnover intension* negative dan signifikan Hipotesis dapat diterima. Artinya bahwa semakin meningkatnya variabel *perceived organizational support*, komitmen afektif, dan *work life balance* semakin menurunnya pula terhadap *turnover intension*.

Kata Kunci : *Perceived Organizational Support, Work Life Balance Turnover Intention, Komitmen Afektif*