

ABSTRACT

Human resources have an important role in determining the success of a company, therefore keeping human resources from wanting to change jobs (*Turnover Intention*) becomes one of the main focuses of a company. *Employee Engagement* and *Job Insecurity* have an influence on *Turnover Intention* events in a company. This study aims to find out the role of *Workplace Spirituality* that moderates job satisfaction towards *Turnover Intention* in a company. In this case *Employee Engagement* and *Job Insecurity* are mediated by job satisfaction and moderated by *Workplace Spirituality* at Yayasan Nurul Ittifaq Semarang. This type of research is an associative explanatory, and data collection using questionnaires using all teachers with a total of 144 respondents. The data analysis used in this study is based on structural equation modeling analysis with Partial Least Square (PLS) method. Based on the analysis of data obtained results that *Employee Engagement* negatively affects *Turnover Intention*, *Job Insecurity* positively affects *Turnover Intention*, and job satisfaction is able to mediate the influence of *Employee Engagement* and *Turnover Intention* on *Turnover Intention*, but *Workplace Spirituality* is not sufficiently able to moderate the influence of job satisfaction in lowering *Turnover Intention*.

Keywords-- *Employee Engagement, Job Insecurity, Workplace Spirituality, Turnover Intention*

ABSTRAK

Sumber daya manusia mempunyai peranan penting dalam menentukan keberhasilan suatu perusahaan, oleh sebab itu menjaga sumber daya manusia agar tidak ingin berpindah kerja (*Turnover Intention*) menjadi salah fokus utama sebuah perusahaan. *Employee Engagement* dan *Job Insecurity* memiliki pengaruh terhadap kejadian *Turnover Intention* di sebuah perusahaan. Penelitian ini bertujuan untuk mengetahui peran *Workplace Spirituality* yang memoderasi kepuasan kerja terhadap *Turnover Intention* di sebuah perusahaan. Dalam hal ini *Employee Engagement* dan *Job Insecurity* dimediasi oleh kepuasan kerja dan di moderasi oleh *Workplace Spirituality* di Yayasan Nurul Ittifaq Semarang. Jenis penelitian ini adalah eksplanatory yang bersifat asosiatif, dan pengumpulan data menggunakan kuisioner dengan menggunakan seluruh guru dengan jumlah responden sebanyak 144 orang. Analisis data yang digunakan pada penelitian ini yaitu berdasarkan analisis *structural equation modeling* dengan metode *Partial Least Square* (PLS). Berdasarkan analisis data didapatkan hasil bahwa *Employee Engagement* berpengaruh negatif terhadap *Turnover Intention*, *Job Insecurity* berpengaruh positif terhadap *Turnover Intention*, dan kepuasan kerja mampu memediasi pengaruh *Employee Engagement* dan *Turnover Intention* terhadap *Turnover Intention*, namun *Workplace Spirituality* tidak cukup mampu memoderasi pengaruh kepuasan kerja dalam menurunkan *Turnover Intention*.

Kata kunci-- *Employee Engagement*, *Job Insecurity*, *Workplace Spirituality*, *Turnover Intention*