

ABSTRAK**PENGARUH ISLAMIC WORK ETHIC DAN *ETHICAL LEADERSHIP*
TERHADAP *TURNOVER INTENTION* YANG DIMEDIASI *EMPLOYEE*
*ENGAGEMENT***

Penelitian ini bertujuan untuk mengetahui pengaruh dari Islamic work ethic dan ethical leadership terhadap turnover intention dan merekomendasikan perusahaan dalam menurunkan turnover intention. Penelitian ini juga bertujuan menguji pengaruh mediasi employee engagement terhadap turnover intention.

Untuk menguji variable tersebut, peneliti menggunakan metode survei dengan menyebarkan kuesioner kepada 91 karyawan dengan menggunakan teknik non probability sampling dan purposive sampling di PT CJ Feed Semarang. Penelitian dilakukan pada perusahaan manufaktur PT CJ Feed Semarang asal Korea Selatan yang merupakan salah satu perusahaan milik asing yang fokus pada produksi pakan ternak.

Hasil Penelitian menunjukkan bahwa Islamic work ethic dan ethical leadership dapat diterapkan dalam perusahaan manufaktur. Pengaruh Islamic work ethic dan ethical leadership menunjukkan hasil berpengaruh negatif pada turnover intention. Hal ini menunjukkan bahwa semakin tinggi Islamic work ethic dan ethical leadership maka semakin kecil turnover intention, sedangkan semakin rendah Islamic work ethic dan ethical leadership maka semakin tinggi turnover intention pada suatu perusahaan. Pada hasil mediasi dengan employee engagement menunjukkan pengaruh negatif semakin tinggi terhadap turnover intention. Penelitian ini hanya terbatas pada perusahaan manufaktur, namun memiliki implikasi yang cukup besar untuk pengembangan tenaga kerja di wilayah lain dan lintas sektor. Pemahaman tentang Islamic work ethic dan ethical leadership tenaga kerja terhadap turnover dan konsekuensinya dalam perusahaan memberikan gambaran HRD dalam merancang dan menerapkan perubahan karyawan dan pemimpin dalam menerapkan dalam perusahaan.

Kata Kunci : Islamic work ethic, ethical leadership, turnover intention, employee engagement

ABSTRACT**THE INFLUENCE OF ISLAMIC WORK ETHIC AND ETHICAL LEADERSHIP TO WORKFORCE TURNOVER INTENTION MEDIATED BY EMPLOYEE ENGAGEMENT**

The purpose of this research is to determine the effect of Islamic work ethics and ethical leadership on turnover intention and recommend companies to reduce turnover intention. This study also examines the mediating effect of employee engagement on turnover intention.

To test these variables, researcher used a survey method by distributing questionnaires to 91 employees using non-probability sampling and purposive sampling techniques at PT CJ Feed Semarang. The research was conducted at the manufacturing company PT CJ Feed Semarang from South Korea, which is one of the foreign-owned companies that focus on the production of animal feed.

The results show that Islamic work ethic and ethical leadership can be applied in manufacturing companies. The influence of Islamic work ethic and ethical leadership shows a negative effect on turnover intention. This shows that the higher the Islamic work ethic and ethical leadership, the lower the turnover intention, while the lower the Islamic work ethic and ethical leadership, the higher the turnover intention in a company. The results of mediation with employee engagement show a higher negative effect on turnover intention. This research is limited to manufacturing companies, but has considerable implications for workforce development in other regions and across sectors. An understanding of Islamic work ethics and workforce ethical leadership on turnover and its consequences in the company provides an overview of HRD in designing and implementing employee changes and leaders in implementing them in the company.

Keywords : Islamic work ethic, ethical leadership, turnover intention, employee engagement

