

## ABSTRAK

# **PENGARUH *RECOGNITION* DAN *EMPLOYEE ENGAGEMENT* TERHADAP *TURNOVER INTENTION* DENGAN *ORGANIZATIONAL COMMITMENT* SEBAGAI VARIABEL MEDIASI**

**(Studi Pada Karyawan PT. PP Presisi Tbk)**

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Tujuan penelitian ini untuk mengetahui dan menganalisis pengaruh *Recognition* dan *Employee Engagement* Terhadap *Turnover Intention* Dengan *Organizational Commitment* Sebagai Variabel Mediasi (Studi Pada Karyawan PT. PP Presisi Tbk). Metode penelitian yang digunakan adalah metode survei dengan pendekatan kuantitatif dengan menyebarkan kuesioner kepada karyawan PT. PP Presisi Tbk. Jenis data yang digunakan merupakan data primer dan populasi dalam penelitian ini sebanyak 295 orang. Sampel dalam penelitian ini sebanyak 165 karyawan dengan teknik *purposive sampling* yaitu teknik penentuan sampel dengan menentukan kriteria sampel yang diinginkan. Teknik pengumpulan data yang digunakan yaitu metode kuesioner (angket) yang diberikan kepada responden. Alat analisis dalam penelitian ini menggunakan analisis *Structural Equation Modeling* (SEM). Hasil analisis menunjukkan bahwa: (1) *Recognition* berpengaruh positif terhadap *Employee Engagement*, (2) *Employee Engagement* berpengaruh positif terhadap *Organizational Commitment*, (3) *Employee Engagement* berpengaruh negatif terhadap *Turnover Intention*, (4) *Organizational Commitment* berpengaruh negatif terhadap *Turnover Intention*. (5) *Organizational Commitment* dapat memediasi hubungan antara *Employee engagement* dengan *Turnover Intention*.

**Kata Kunci:** *Recognition, Employee engagement, Organizational Commitment, Turnover Intention.*

**ABSTRACT**

***THE INFLUENCE OF RECOGNITION AND EMPLOYEE  
ENGAGEMENT ON TURNOVER INTENTION WITH  
ORGANIZATIONAL COMMITMENT AS A  
MEDIATING VARIABLE***

***(Study on Employees at PT. PP Presisi Tbk)***

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*The purpose of this research is to determine and analyze the influence of Recognition and Employee Engagement on Turnover Intention with Organizational Commitment as a Mediating Variable (Study on Employees of PT. PP Presisi Tbk). The research method used is a survey method with a quantitative approach by distributing questionnaires to PT employees. PP Presisi Tbk. The type of data used is primary data and the population in this study was 295 people. The sample in this research was 165 employees using a purposive sampling technique, namely a sampling technique by determining the desired sample criteria. The data collection technique used was the questionnaire method which was given to respondents. The analytical tool in this research uses Structural Equation Modeling (SEM) analysis. The results of the analysis show that: (1) Recognition has a positive effect on Employee Engagement, (2) Employee Engagement has a positive effect on Organizational Commitment, (3) Employee Engagement has a negative effect on Turnover Intention, (4) Organizational Commitment has a negative effect on Turnover Intention. (5) Organizational Commitment can mediate the relationship between Employee Engagement and Turnover Intention.*

***Keywords:*** Recognition, Employee engagement, Organizational Commitment, Turnover Intention.