

ABSTRACT

THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT AND EMPLOYEE ENGAGEMENT ON TURNOVER INTENTION

*(Survey of Netting Employees at PT. Indoneptune Net
Manufacturing Rancaekek)*

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The purpose of this study was to determine and analyze the effect of perceived organizational support and employee engagement on turnover intention of netting employees at PT. Indoneptune Net Manufacturing Rancaekek. The research method used was a survey method, data were obtained directly through questionnaires to 151 respondents. This sample was drawn using simple random sampling and the analytical method used in this study was path analysis. The results showed that simultaneously perceived organizational support and employee engagement had a positive and significant effect on turnover intention. Partially, perceived organizational support has a significant effect on turnover intention, and employee engagement has a significant effect on turnover intention for netting employees at PT. Indoneptune Net Manufacturing Rancaekek.

Keywords: Perceived Organizational Support, Employee Engagement, Turnover Intention

ABSTRAK

PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* DAN *EMPLOYEE ENGAGEMENT* TERHADAP *TURNOVER INTENTION*

(Survei Pada Karyawan Bagian *Netting* di PT. Indoneptune Net
Manufacturing Rancaekek)

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh *perceived organizational support* dan *employee engagement* terhadap *turnover intention* karyawan bagian *netting* di PT. Indoneptune Net *Manufacturing* Rancaekek. Metode penelitian yang digunakan adalah metode survei, data diperoleh langsung melalui kuesioner kepada 151 responden. Penarikan sampel ini menggunakan *simple random sampling* dan metode analisis yang digunakan dalam penelitian ini adalah analisis jalur. Hasil penelitian menunjukkan bahwa secara simultan *perceived organizational support* dan *employee engagement* berpengaruh positif dan signifikan terhadap *turnover intention*. Secara parsial *perceived organizational support* berpengaruh signifikan terhadap *turnover intention*, dan *employee engagement* berpengaruh signifikan terhadap *turnover intention* karyawan bagian *netting* di PT. Indoneptune Net *Manufacturing* Rancaekek.

Kata Kunci: *Perceived Organizational Support, Employee Engagement, Turnover Intention*