

ABSTRACT

THE INFLUENCE OF WORK ENGAGEMENT ON TURNOVER INTENTION AND SELF REGULATION AS MODERATION (Case Study of Employees in the Production Department of Ki Oyo Coffee, Ciamis)

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This study aims to examine the effect of work engagement on employee turnover intention and self-regulation as a mediator. The research method used was a survey method by distributing questionnaires to 85 respondents who were employees of Kopi Ki Oyo Ciamis. Sampling was conducted using the saturated sample technique, and the analysis tool used was Structural Equation Modeling (SEM) with SmartPLS version 4 software. The results of the study show that: Work engagement affects self-regulation, self-regulation affects turnover intention, self-regulation mediates the relationship between work engagement and turnover intention.

Keywords: *Work Engagement, Self Regulation, and Turnover Intention*

ABSTRAK

**PENGARUH WORK ENGAGEMENT TERHADAP
TURNOVER INTENTION SERTA SELF REGULATION
SEBAGAI MEDIASI
(Studi Kasus Karyawan Bagian Produksi Kopi Ki Oyo Ciamis)**

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Penelitian ini bertujuan untuk mengkaji pengaruh *work engagement* terhadap *turnover intention* karyawan serta *self regulation* sebagai mediasi. Metode penelitian yang digunakan adalah metode survei dengan menyebarkan kuesioner kepada 85 responden yang merupakan karyawan Kopi Ki Oyo Ciamis. Pengambilan sampel menggunakan teknik sampel jenuh dan alat analisis yang digunakan yaitu *Structural Equation Modelling* (SEM) dengan software *SmartPLS* versi 4. Hasil penelitian menunjukkan bahwa: *Work engagement* berpengaruh terhadap *self regulation*, *self regulation* berpengaruh terhadap *turnover intention*, *self regulation* memediasi hubungan antara *work engagement* terhadap *turnover intention*.

Kata Kunci : *Work Engagement, Self Regulation, dan Turnover Intention*