

ABSTRAK

PENGARUH *ETHICAL LEADERSHIP* TERHADAP *TURNOVER INTENTION* DENGAN *EMPLOYEE ENGAGEMENT* SEBAGAI VARIABEL MEDIASI

(Studi Pada Karyawan Bagian Jahit di PT Sansan Saudaratex Jaya Tasikmalaya)

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Tujuan penelitian ini untuk mengetahui dan menganalisis pengaruh *Ethical Leadership* Terhadap *Turnover Intention* Dengan *Employee Engagement* Sebagai Variabel Mediasi (Studi Pada Karyawan Bagian Jahit di PT Sansan Saudaratex Jaya Tasikmalaya). Metode penelitian yang digunakan adalah metode survei dengan pendekatan kuantitatif dengan menyebarkan kuesioner kepada karyawan bagian jahit PT Sansan Saudaratex Jaya Tasikmalaya. Jenis data yang digunakan merupakan data primer dan populasi dalam penelitian ini sebanyak 432 orang. Sampel dalam penelitian ini sebanyak 130 karyawan dengan teknik *purposive random 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) *Ethical Leadership* berpengaruh positif terhadap *Employee Engagement*, (2) *Employee Engagement* berpengaruh negatif terhadap *Turnover Intention*, dan; (3) *Employee Engagement* dapat memediasi hubungan antara *Ethical Leadership* dengan *Turnover Intention* Pada Karyawan Bagian Jahit di PT Sansan Saudaratex Jaya Tasikmalaya.

Kata Kunci: *Ethical Leadership, Employee Engagement, Turnover Intention*

ABSTRACT

THE EFFECT OF ETHICAL LEADERSHIP ON TURNOVER INTENTION WITH EMPLOYEE ENGAGEMENT AS A MEDIATING VARIABLE

***(Studi of Sewing Department Employees at PT Sansan Saudaratex Jaya,
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The objective of this research is to determine and analyze the influence of Ethical Leadership on Turnover Intention with Employee Engagement as a Mediating Variable (Study of Sewing Department Employees at PT Sansan Saudaratex Jaya Tasikmalaya). The research method used was a survey method with a quantitative approach by distributing questionnaires to employees of the sewing department of PT Sansan Saudaratex Jaya Tasikmalaya. The type of data used is primary data and the population in this study was 432 people. The sample in this study was 130 employees using a purposive random sampling technique, namely a sample determination 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) Ethical Leadership has a positive effect on Employee Engagement, (2) Employee Engagement has a negative effect on Turnover Intention, and; (3) Employee Engagement can mediate the relationship between Ethical Leadership and Turnover Intention among Sewing Department Employees at PT Sansan Saudaratex Jaya Tasikmalaya.

Keywords: Job Anxiety, Job Stress, Employee Engagement