

ABSTRACT

THE INFLUENCE OF JOB CRAFTING AND PSYCHOLOGICAL WELL-BEING ON INTENTION TO STAY WITH SUPERVISOR SUPPORT AS A MEDIATING VARIABLE

(Survey of Loyalesca Tasikmalaya Production Departement Employees)

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This study aims to analyze the influence of Job Crafting and Psychological Well-Being on Intention to Stay with Supervisor Support as a mediating variable in the production department of Loyalesca Tasikmalaya. This study uses a quantitative approach with a survey method. The sampling technique used was a census, with respondents being all production department employees of Loyalesca Tasikmalaya. Data collection was carried out through distributing questionnaires, then analyzed using SEM-PLS. The results of the study indicate that Job Crafting and Psychological Well-Being influence Supervisor Support. In addition, Job Crafting, Psychological Well-Being and Supervisor Support influence Intention to Stay. The results also show that Supervisor Support is able to mediate the influence of Job Crafting and Psychological Well-Being on Intention to Stay. These findings indicate that increasing Job Crafting, Psychological Well-Being, and support from superiors can increase employees' desire to stay in the company. The implications of this study indicate the need to provide space for employees to take initiative in their work, maintain psychological well-being, and improve the quality of superior support so that employee retention can continue to be improved.

Keywords: Job Crafting, Psychological Well-Being, Supervisor Support, Intention to Stay, Manufacturing.

ABSTRAK

PENGARUH *JOB CRAFTING* DAN *PSYCHOLOGICAL WELL-BEING* TERHADAP *INTENTION TO STAY* DENGAN *SUPERVISOR SUPPORT* SEBAGAI VARIABEL MEDIASI

(Survei Pada Karyawan Bagian Produksi Loyalnesca Tasikmalaya)

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Penelitian ini bertujuan untuk menganalisis pengaruh *Job Crafting* dan *Psychological Well-Being* terhadap *Intention to Stay* dengan *Supervisor Support* sebagai variabel mediasi pada karyawan bagian produksi Loyalnesca Tasikmalaya. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Teknik penarikan sampel yang digunakan adalah sensus, dengan responden seluruh karyawan bagian produksi Loyalnesca Tasikmalaya. Pengumpulan data dilakukan melalui penyebaran kuesioner, kemudian dianalisis menggunakan SEM-PLS. Hasil penelitian menunjukkan bahwa *Job Crafting* dan *Psychological Well-Being* berpengaruh terhadap *Supervisor Support*. Selain itu, *Job Crafting*, *Psychological Well-Being* dan *Supervisor Support* berpengaruh terhadap *Intention to Stay*. Hasil penelitian juga menunjukkan bahwa *Supervisor Support* mampu memediasi pengaruh *Job Crafting* dan *Psychological Well-Being* terhadap *Intention to Stay*. Temuan ini menunjukkan bahwa peningkatan *Job Crafting*, *Psychological Well-Being*, dan dukungan dari atasan dapat meningkatkan keinginan karyawan untuk tetap bertahan di perusahaan. Implikasi penelitian ini menunjukkan perlunya memberikan ruang bagi karyawan untuk berinisiatif dalam pekerjaannya, menjaga kesejahteraan psikologis, serta meningkatkan kualitas dukungan atasan agar retensi karyawan dapat terus ditingkatkan.

Kata kunci: *Job Crafting*, *Psychological Well-Being*, *Supervisor Support*, *Intention to Stay*, Manufaktur.