

INTISARI

Penelitian ini bertujuan untuk menganalisis pengaruh *employee engagement* terhadap *turnover intentions* dengan kepuasan kerja sebagai variabel intervening. Subyek dalam penelitian ini adalah karyawan Hypermart *Department Store* di Mall Lippo Plaza Jogja. Dalam penelitian ini sampel berjumlah 40 responden yang dipilih menggunakan metode sensus. Alat analisis yang digunakan dalam penelitian ini adalah regresi dan analisis jalur.

Berdasarkan analisis yang telah dilakukan didapatkan hasil bahwa *employee engagement* berpengaruh positif dan signifikan terhadap kepuasan kerja, kepuasan kerja berpengaruh negatif dan signifikan terhadap *turnover intentions*, *employee engagement* berpengaruh negatif dan signifikan terhadap *turnover intentions*, serta kepuasan kerja dapat mengintervensi hubungan antara *employee engagement* dan *turnover intentions*.

Kata Kunci : *Employee Engagement*, Kepuasan Kerja, dan *Turnover Intentions*

ABSTRACT

This study aims to analyze the effect of employee engagement to turnover intentions with job satisfaction as intervening variable. The subject in this study was employee of Hypermart Department Store in Mall Lippo Plaza Jogja. In this study, sample of 40 respondents were selected using sensus method. Analysis tools used in this study is the regression and path analysis.

Based on the analysis that have been made the results are the employee engagement positive and significantly influence job satisfaction, job satisfaction negative and significantly influence turnover intentions, employee engagement negative and significantly influence turnover intentions, and job satisfaction can intervention the relationship between employee engagement and turnover intentions.

Keywords : Employee Engagement, Job Satisfaction, and Turnover Intentions