

INTISARI

Penelitian ini diajukan untuk mengetahui pengaruh variable *work-family conflict* terhadap *turnover intention* melalui kepuasan kerja sebagai variable mediasi pada perusahaan PT. KAI (Kereta Api Indonesia) Pusat di Bandung. Subjek dalam penelitian ini yaitu karyawan yang bekerja pada divisi keamanan dan keselamatan di PT. KAI Pusat, dengan jumlah responden yang didapat sebanyak 80 responden. Metode pengumpulan data penelitian ini menggunakan kuesioner dan metode analisis data menggunakan regresi linier sederhana dan berganda, serta menggunakan path analysis.

Berdasarkan penelitian yang telah dilakukan, dapat diperoleh hasil bahwa adanya pengaruh *work-family conflict* terhadap kepuasan kerja, pengaruh *work-family conflict* terhadap *turnover intention*, pengaruh kepuasan kerja terhadap *turnover intention*, dan pengaruh *work-family conflict* terhadap *turnover intention* melalui kepuasan kerja sebagai variabel mediasi.

Kata Kunci : *Work-Family Conflict*, Kepuasan Kerja, *Turnover Intention*

ABSTRAK

This study was proposed to determine the impact of work-family conflict variables on turnover intention through job satisfaction as a variabel mediation at PT. KAI (Kereta Api Indonesia) Pusat in Bandung. The subjects in this study are employees who work in the security and safety division at PT. KAI Pusat, with the number of respondents obtained as many as 80 respondents. The data collection method of this study uses a questionnaire and the method of data analysis uses simple and multiple linear regression, and uses path analysis.

Based on research that has been done, the results can be obtained that the impact of work-family conflict on job satisfaction, the impact of work-family conflict on turnover intention, the impact of job satisfaction on turnover intention, and the impact of work-family conflict on turnover intention through job satisfaction as a variable mediation.

Keywords: Work-Family Conflict, Job Satisfaction, Turnover Intention