

# Pengaruh work family conflict dan perceived organizational support terhadap turnover intentions dengan mediasi emotional exhaustions studi kasus pada pekerja di industri garmen Indonesia = The influence of work-family conflict and perceived organizational support on turnover intentions through mediation emotional exhaustions case study on Indonesia garment industry worker

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## Abstrak

### <b>ABSTRAK</b><br>

Penelitian ini bertujuan untuk menguji model penelitian yang menyelidiki kelelahan emosional sebagai mediator pengaruh work-family conflict dan perceived organizational support terhadap turnover intention pekerja industri garmen di Indonesia. Penelitian ini merupakan bagian dari penelitian payung yang dilakukan oleh tim riset Universitas Indonesia UI , Tufts University TU , dan Real-Time Analytics RTA Vietnam. Penelitian ini menggunakan pendekatan kuantitatif dengan data sekunder yang diberikan oleh tim peneliti Universitas Indonesia. Alat ukur yang digunakan dalam penelitian ini dirancang oleh tim peneliti antara Universitas Indonesia UI , Tufts University TU , dan Real-Time Analytics RTA Vietnam. Sampel penelitian ini melibatkan 2071 responden valid dari lima provinsi yaitu DKI Jakarta, Banten, Jawa Barat, Jawa Tengah, dan Yogyakarta. Metode pengolahan data yang digunakan untuk menguji delapan hipotesis dalam penelitian ini adalah Structural Equation Model SEM dengan aplikasi Lisrel 8.7. Hasil uji hipotesis dan analisis data menyimpulkan bahwa work-family conflict memiliki pengaruh negatif yang signifikan terhadap perceived organizational support, perceived organizational support memiliki pengaruh negatif yang signifikan terhadap emotional exhaustion, emotional exhaustions tidak memediasi pengaruh work-family conflict dan perceived organizational support terhadap turnover intention, serta perceived organizational support memiliki pengaruh negatif yang signifikan terhadap turnover intention.

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### <b>ABSTRACT</b><br>

This study seeks to test a research model that investigates emotional exhaustion as a mediator of the effects of work family conflict work family conflict and perceived organizational support on turnover intention to garment industry rsquo s worker in Indonesia. This study is a part of umbrella research between Universitas Indonesia UI , Tufts University TU , and Real Time Analytics RTA Vietnam. This study uses a quantitative approach by using secondary data that prepared by researcher team of Universitas Indonesia. Questionnaire in this study is designed by researcher team between Universitas Indonesia UI , Tufts University TU , and Real Time Analytics RTA Vietnam. Eight proposed hypotheses was tested by using Structural Equation Modeling SEM with Lisrel 8.7 application based on secondary data collected from 2071 valid respondents around garment industry worker in DKI Jakarta, Banten, West Java, Central Java, and Yogyakarta Province. Based on the results of SEM, it can be concluded that work family conflict has significant negative effect on perceived organizational support, perceived organizational support has significant negative effect on emotional exhaustion, emotional exhaustion doesn rsquo t mediate the effect of work family conflict and perceived organizational support on turnover intention, also perceived organizational support memiliki

pengaruh negatif yang signifikan terhadap turnover intention.