

# Pengaruh Psychological Capital terhadap Turnover Intention dengan Job satisfaction, Work engagement dan Psychological Well-Being sebagai Variabel Mediasi di PT. INTI = Investigating the Effects of Psychological Capital on Turnover Intention through Job satisfaction, Work engagement and Psychological Well-being as Mediators at PT. INTI.

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## Abstrak

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

Tingkat pergantian pegawai yang tinggi pada sebuah perusahaan bisa menyebabkan dampak negatif pada perusahaan tersebut seperti menurunnya tingkat produktivitas. Perusahaan akan mencoba untuk meminimalisir tingkat pergantian pegawai sebaik mungkin. Penelitian ini bertujuan untuk menyelidiki dampak dari Psychological Capital terhadap turnover intention pegawai. Melalui metode kuantitatif, penelitian ini menggunakan sampel dari Badan Usaha Milik Negara (BUMN) yang bergerak di bidang telekomunikasi. Untuk memberikan hasil yang representatif, pengambilan sampel menggunakan stratified sampling dan pengolahan data menggunakan SPSS dengan tambahan makro Process V 3.3 oleh Hayes. Hasil dari 257 sampel penelitian ini adalah PsyCap berpengaruh positif dan signifikan terhadap ketiga variabel mediasi yaitu Job satisfaction, Work engagement dan psychological well-being. Selain itu, Terdapat efek mediasi dari PsyCap terhadap turnover intention melalui Job satisfaction, Work engagement dan psychological well-being.

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

A high level of employee turnover in the company might cause negativity in this company such as decreasing productivity and might take a toll on financial budget. Companies will strive to minimize the level of voluntary employee turnover where possible. PsyCap was explored in many researches related to turnover intention and was positively proven. This study aims to investigate the effects of Psychological Capital (PsyCap) on employee turnover intention through three mediating variables. Quantitative methods were used, and this study extracted 257 samples from State-Owned Enterprises (BUMN) engaged in telecommunications in Indonesia. In order to better represent the company as a whole, stratified sampling was used. SPSS software was used to process the data with Process V 3.0 macro as an addition. The results of this study revealed positive & significant relationship of PsyCap towards mediating variables and significant & negative relationship between mediating variables and turnover intention. In addition, there is evidence of mediating effects of PsyCap towards turnover intention through Job satisfaction, Work engagement and psychological well-being.