

## **ABSTRACT**

The objective of this research is to examine the relationship between mentoring functions and turnover intentions with perceived organizational support acting as the mediator on employees in the *Kompas Gramedia* in Indonesia. This research uses random sampling technique with purposive sampling as the sampling method. The survey method used in this research is conducted through the distribution of online questionnaires and further processed using *Path coefficient method*.

Using data collected from 60 employees from Kompas Gramedia in Indonesia, results show that both mentoring functions and perceived organizational support has a negative relationship with turnover intentions, whereas mentoring functions and perceived organizational support was found to have a positive relationship. Results also show that perceived organizational support fully mediates the relationship between mentoring functions and turnover intentions.

Keywords : Kompas Gramedia, examine the relationship.

## **ABSTRAK**

Tujuan dari riset ini adalah untuk mencari tahu hubungan dari mentoring functions dan turnover intentions dengan perceived organizational support yang mempunyai role sebagai mediator terhadap karyawan di Kompas Gramedia di Indonesia. Riset ini menggunakan random sampling method digabung dengan purposive sampling sebagai sampling method. Metode survey yang digunakan di riset ini dilakukan dengan distribusi online kuisisioner dan diproses kelanjutannya dengan metode path coefficient.

Menggunakan koleksi data dari 60 karyawan Kompas Gramedia di Indonesia, hasil dari mentoring functions dan perceived organizational support mempunyai hubungan yang negative dengan turnover intentions, dimana mentoring functions dan perceived organizational support telah menemukan hasil relasi yang positif. Hasil ini juga menunjukkan bahwa perceived organizational support bisa menjadi mediasi penuh hubungan antara mentoring functions dan turnover intentions.

**Keywords : Kompas Gramedia, mempelajari relasi**