

## ABSTRAK

Permasalahan terkait *employee turnover* dan *Turnover Intention* merupakan tantangan yang sering dihadapi oleh perusahaan. Beberapa pendapat dan penelitian terdahulu menjelaskan bahwa *micromanagement*, *Job Satisfaction* dan *Organizational Commitment* memiliki korelasi terhadap *Turnover Intention*. Tujuan penelitian ini adalah menguji pengaruh variabel dari persepsi *micromanagement* terhadap *Turnover Intention* dan peran mediasi dari *Job Satisfaction* dan *Organizational Commitment* pada hubungan variabel tersebut. Oleh karena itu, penting bagi perusahaan untuk memperhatikan aspek penting yang dapat menyebabkan *Turnover Intention*.

Penelitian ini menggunakan jenis pendekatan kuantitatif dan metode survei dengan *non-probability sampling* dan *purposive sampling*. 197 responden yang terlibat adalah mereka yang berusia min 23 tahun, pendidikan min S1, sudah bekerja dan berpengalaman kerja yang cukup dengan minimal 1 tahun. Teknik analisis data penelitian ini menggunakan *structural equation modeling* (SEM) berbasis varian. Pengujian hipotesis dilakukan dengan menggunakan metode *Partial Least Square* (PLS) dengan alat bantu aplikasi *SmartPLS* 3.2.9.

Hasil penelitian ini menunjukkan bahwa terdapat korelasi/hubungan positif dari persepsi *micromanagement* terhadap *Turnover Intention* namun tidak berpengaruh langsung secara signifikan. Kemudian *Job Satisfaction* dan *Organizational Commitment* memiliki peran mediasi pada hubungan antara persepsi *micromanagement* terhadap *Turnover Intention*. Dengan demikian, penting bagi perusahaan dalam membangun kualitas hubungan antara pemimpin-bawahan, dan berupaya mengatasi *micromanagement* karena dapat berdampak buruk pada *organizational outcomes*.

**Kata Kunci:** *Micromanagement, Job Satisfaction, Organizational Commitment, Turnover Intention*

## ABSTRACT

*Employee turnover and Turnover Intention are challenges that are often faced by companies. Previous research explain that micromanagement, Job Satisfaction and Organizational Commitment have a correlation with Turnover Intention. The purpose of this study is to examine the effect of variables from perceptions of micromanagement on Turnover Intention with the mediating role of Job Satisfaction and Organizational Commitment. It is important for companies to pay attention to these important aspects that can cause Turnover Intention.*

*This study used a quantitative approach with a survey method. The sampling was taken with non-probability and purposive.. There were 197 respondents involved with several selection criteria such as min 23 years old, min bachelor degree education, having been already working and having sufficient work experience for at least 1 year. The data analysis techniques used a variant-based structural equation modeling (SEM) with hypothesis testing using the Partial Least Square (PLS) method with the SmartPLS 3.2.9 application tool.*

*The results indicate that there is a positive correlation/relationship from perceptions of micromanagement to Turnover Intention but it does not have a significant direct effect. Job Satisfaction and Organizational Commitment have a mediating role in the relationship between micromanagement perceptions of Turnover Intention. Thus, it is important for companies to build quality relationships between leaders and staff, and try to overcome micromanagement because it can have a negative impact on organizational outcomes.*

*Keywords: Micromanagement, Job Satisfaction, Organizational Commitment, Turnover Intention*