

Peranan *Quality of Worklife, Empowerment, Engagement* dan Kepuasan Kerja terhadap Intensi *Turnover*

This study focus on turnover intention. It will examined how strong a quality of worklife, empowerment, engagement and job satisfaction predicting turnover Intention. This research's hypothesis was quality of worklife, empowerment, job satisfaction and engagement have a negative role to turnover intention. Quantitative approach held in this research. The measurement used Quality of Worklife Scale, Empowerment Scale, Employee Engagement Scale, Job Satisfaction Scale and Turnover Intention Scale. This research's partisipan was 201 employee with a minimum two years tenure. Multiple Regression used to analyze the data from research subject. Multiple Regression analysis described predictive strenght of each predictor. The research's result proved that there was a significant negative role of quality of worklife, empowerment, engagement and job satisfaction to turnover intention. The regression equation was $\text{Intensi Turnover} = -0,246 \text{ Job Satisfaction} - 0,174 \text{ Empowerment} - 0,149 \text{ Quality of Worklife} - 0,253 \text{ Engagement}$. This result proved that research's hypothesis was accepted.

Keyword: *Empowerment, Quality of Workliffe, Employee Engagement, Job Satisfaction, Turnover Intention*

Penelitian ini berfokus pada intensi *turnover*. Penelitian ini mengukur seberapa kuat *quality of worklife, empowerment engagement* dan kepuasan kerja memprediksi intensi *turnover*. Hipotesis penelitian adalah *quality of worklife, empowerment, engagement* dan kepuasan kerja memberikan peranan yang negatif terhadap intensi *turnover*. Pendekatan Kuantitatif digunakan dalam penelitian ini. Pengukuran dilakukan dengan skala *quality of worklife, empowerment, engagement, kepuasan kerja* dan intensi *turnover*. Partisipan penelitian ini adalah 201 orang Karyawan dengan masa kerja minimum dua. Regresi Ganda digunakan untuk menganalisis data yang didapat dari subjek yang ada. Analisis Regresi Ganda menunjukkan kekuatan prediksi dari masing-masing prediktor. Hasil penelitian membuktikan adanya peranan negatif yang signifikan *quality of worklife, empowerment engagement* dan kepuasan kerja terhadap intensi *turnover*. Persamaan regresinya adalah $\text{Intensi Turnover} = -0,246 \text{ Kepuasan Kerja} - 0,174 \text{ Empowerment} - 0,149 \text{ Quality of Worklife} - 0,253 \text{ Engagement}$. Hasil ini membuktikan bahwa hipotesis penelitian diterima.

Kata kunci: *Empowerment, Quality of Worklife, Engagement Karyawan, Kepuasan Kerja, Intensi Turnover*