

## **ABSTRACT**

The aim of this research is to analyze the positive relationship between Work Interfering with Family (WIF) towards turnover intention as well as to know the role of job satisfaction as mediator on the study in one of the leading media companies in Indonesia. This research design is using quantitative survey with 55 people of respondent who have been married as well as have worked for minimum 1 year. Simple linear regression and multiple linear regression were used to test the hypothesis in this research. The result of this study proved that work interfering with family has a positive and significant relationship towards turnover intention as well as job satisfaction mediates the relationship between WIF and turnover intention. Moreover, intervening variables of job satisfaction is served as partial mediation.

Key words: Work Interfering Family, Turnover Intention, Job Satisfaction.

## ABSTRAK

Penelitian ini bertujuan untuk menguji hubungan positif antara Konflik pekerjaan ke keluarga (WIF) terhadap *turnover intention* serta untuk mengetahui peran kepuasan kerja sebagai mediator pada studi di salah satu perusahaan media terkemuka di Indonesia. Desain penelitian ini menggunakan survei kuantitatif dengan 55 orang responden yang telah menikah dan telah bekerja minimal 1 tahun lamanya. Metode analisis data dalam penelitian ini menggunakan metode regresi linier sederhana dan regresi linier berganda yang digunakan untuk menguji seluruh hipotesis. Hasil penelitian ini membuktikan bahwa WIF memiliki hubungan positif dan signifikan terhadap intensi turnover serta kepuasan kerja memediasi hubungan antara WIF dan *turnover intention*. Selain itu, variabel intervening kepuasan kerja terbukti sebagai mediasi parsial.

Kata kunci: Konflik Pekerjaan ke Keluarga, *Turnover Intention*, Kepuasan Kerja.