

19101155310404

Telah dipertahankan di depan dewan penguji

Pada tanggal, 27 Februari 2023

Dan dinyatakan telah lulus Memenuhi Syarat

Pembimbing I



DORI MITTRA CANDANA, SE,MM
NIDN : 1009028804

Pembimbing II



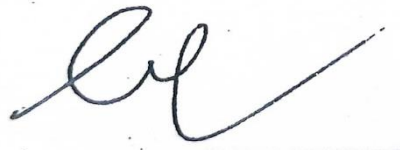
MUHAMMAD FIKRI RAMADHAN, SE, MM
NIDN : 1003029601

Padang, 27 Februari 2023

Mengetahui:

Dekan Fakultas Ekonomi dan Bisnis

Universitas Putra Indonesia “YPTK”



Dr. YULASMI, S.E,M.M
NIDN : 1019087501

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh gaya kepemimpinan dan pengembangan karir terhadap kepuasan pengaruh *perceived organizational support* dan *work life balance* terhadap *turnover intention* dengan *organizational commitment* sebagai variabel intervening pada karyawan PT. Famili Raya. Metode pengumpulan data melalui survei dan menyebarkan kuisisioner, dengan

sampel 76 responden. Metode analisis yang digunakan adalah analisis jalur menggunakan smartpls.

Hasil penelitian yang didapatkan pengaruh yang signifikan *perceived organizational support* terhadap *organizational commitment*. Terdapat pengaruh yang signifikan *work life balance* terhadap *organizational commitment*. Terdapat pengaruh yang tidak signifikan *perceived organizational support* terhadap *turnover intention*. Terdapat pengaruh yang signifikan *work life balance* terhadap *turnover intention*. Terdapat pengaruh yang signifikan *organizational commitment* terhadap *turnover intention*. Terdapat pengaruh yang tidak signifikan *perceived organizational support* terhadap *turnover intention* melalui *organizational commitment*. Terdapat pengaruh yang signifikan *work life balance* terhadap *turnover intention* melalui *organizational commitment*.

Kata Kunci : *Perceived Organizational Support, Work Life Balance, Organizational Commitment dan Turnover Intention*

ABSTRACT

This study aims to examine how much influence leadership style and career development have on satisfaction with the influence of perceived organizational support and work life balance on turnover intention with organizational commitment as an intervening variable for employees of PT. Royal Family. Methods of data

collection through surveys and distributing questionnaires, with a sample of 76 respondents. The analysis method used is path analysis using smartpls.

The results of the study obtained a significant effect of perceived organizational support on organizational commitment. There is a significant effect of work life balance on organizational commitment. There is no significant effect of perceived organizational support on turnover intention. There is a significant effect of work life balance on turnover intention. There is a significant effect of organizational commitment on turnover intention. There is no significant effect of perceived organizational support on turnover intention through organizational commitment. There is a significant effect of work life balance on turnover intention through organizational commitment.

Keywords: Perceived Organizational Support, Work Life Balance, Organizational Commitment and Turnover Intention