

ABSTRACT

This study aims to analyze the effect of work - family conflict on turnover intention by mediating work engagement. This research consists of one independent variable (X), one dependent variable (Y), and one mediating variable (M). The independent variable in this study is work - family conflict. Turnover intention is the dependent variable and work engagement is the mediating variable in this study.

The sample was selected using purposive sampling method. Data was collected by distributing online questionnaire to the employees of Head Office PT Hexindo Adiperkasa Tbk. A total of 100 employees with more than 1 year of working experience have participated in this study. The data was analyzed by using SmartPLS 4.0.

The results of this study indicate that work - family conflict has a significantly positive effect on turnover intention. Meanwhile, work engagement does not mediate the effect of work - family conflict on turnover intention.

Keywords: work – family conflict, work engagement, turnover intention