

ABSTRACT

Human resources is a major asset that can support the achievement of company objectives. Therefore, the company continually strives to develop and maintain employees in order not to affect the movement of employees (turnover). This research is discussed to study and to analyze the effort of job embeddedness on turnover intention through work engagement as a mediation variable at PT. SAI Apparel Industries Semarang.

This study involved 100 respondent employees of PT. SAI Apparel Industries Semarang, both men and women. The data collection method was carried out through questionnaires and the sampling method in this study was quota sampling. The analytical tool used in this research is Structural Equation Modelling (SEM)

The result of the research through SEM AMOS analysis shows that job embeddedness variable has significant negative effect on the turnover intention, and has significant positive effect on work engagement. Besides, work engagement has a significant negative effect on the turnover intention

Keyword : Job Embeddedness, Work Engagement, Turnover Intention