

## **ABSTRACT**

*In today's rapidly evolving work environment, employees have unlimited opportunities to change jobs. Employees' intention to leave the organization (turnover intention) will have an impact on high turnover. The existence of workplace ethics perceived by employees can influence turnover intentions. This research aims to analyze the influence of Ethical Leadership on Turnover Intention. The inconsistency of previous research results is the basis for this research regarding the relationship between Ethical Leadership and Turnover Intention. There are other factors that influence Turnover Intention, so this research also analyzes the influence of employee Burnout and Work Engagement on Turnover Intention. This research was conducted at a manufacturing company, namely PT Mitsubishi Electric Automotive Indonesia (MEAINA). The population and sample are 61 operators in the production department at PT MEAINA who have worked for 3 years or more. Data collection was carried out by distributing questionnaires. Data processing was carried out quantitatively using the Structural Equation Modeling (SEM) method based on PLS (Partial Least Square) with the SMART-PLS 3 analysis tool. The findings of this research have the potential to provide a new and valuable perspective for leaders, employees and organizations regarding the relationship of ethical leadership, job burnout, employee engagement, and turnover intention. The results of this research show that Ethical Leadership has no significant effect on Turnover Intention, but has a significant negative effect on Burnout and a significant positive effect on Work Engagement. Then, Turnover Intention is influenced significantly positively by Burnout and significantly negatively by Work Engagement.*

**Keywords:** *ethical leadership, turnover intention, burnout, work engagement*