

ABSTRACT

The High level employee turnover becomes expensive for an organization and it can also disrupt the company's work schedule or affect the performance of the organization if it occurs in important areas or special skills work area. High level turnover can also affect the company's credibility. One of the factors that influence to Turnover Intention of employee is Work Engagement.

This study aims to analyze the effect of Work Engagement and its Antecedents namely Perceived Organizational Support, Job Characteristics and Procedural Justice towards to Turnover Intention of contract employees in Manufacturing Companies in PT AST Indonesia Semarang.

The study was conducted on 137 contract employee respondents using the SEM (Structural Equation Modelling) AMOS ver.22 analysis method. The results of the study showed that Perceived Organizational Support, Job Characteristics and Procedural Justice had a significant positive effect on work engagement. And the increase in work engagement levels proved to have significant negative effect on reducing employee turnover intention.

One of finding in this research is that Job Characteristic will have significant negative effect only if mediated by Job Engagement. While the Organizational Support and Procedural Justice are felt directly by contract worker and both of variables could reduce Turnover Intention of contract worker.

Keywords: Turnover Intention, Work Engagement, Perceived Organizational Support, Job Characteristics, Procedural Justice