

ABSTRAK

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Peran *Work Engagement* Dalam Memediasi Pengaruh *Self Efficacy* Terhadap *Turnover Intention* Pada Karyawan Bhandha Ghara Reksa (Persero) Serta Tinjauannya Dalam Sudut Pandang Islam.

108 halaman + xv halaman + 13 tabel + 2 gambar + 4 lampiran

Uraian Abstrak

Penelitian ini bertujuan untuk mengetahui peran *work engagement* dalam memediasi pengaruh *self efficacy* terhadap *turnover intention*. Populasi penelitian adalah karyawan tetap Bhandha Ghara Reksa (Persero). Penelitian di desain sebagai *explanatory research* dengan jumlah responden penelitian sebanyak 63 orang. Data dikumpulkan dengan menggunakan instrumen kuesioner dan dianalisis menggunakan *Partial Least Square Structural Equation Modeling*. Hasil penelitian menunjukkan bahwa *self efficacy* memiliki kesesuaian (*fit*) yang besar ($GoF=0,288$) untuk dijadikan model yang memprediksi ($Q^2=0,245$) pengaruhnya terhadap *turnover intention* dengan *work engagement* sebagai mediator. *self efficacy* dan *work engagement* masing- masing berpengaruh secara negatif terhadap *turnover intention*. *Self efficacy* berpengaruh secara positif terhadap *work engagement*. *Work engagement* dapat menjadi mediator yang mempengaruhi *self efficacy* terhadap *turnover intention* ($P\text{-value} < 0.01$). Tinjauan Islam menjelaskan bahwa *work engagement* perlu diterapkan perusahaan agar karyawan merasa antusias dan mendapatkan amanah dalam menjalankan tugas. *Self efficacy* wujud keyakinan diri karyawan akan tekad, kemauan keras, dan kemampuannya. Semua hal tersebut dapat memiliki pengaruh yang baik terhadap *turnover intention* jika semua berlandaskan ibadah, keikhlasan, serta rasa syukur kepada Allah SWT.

Kata Kunci: *self efficacy, work engagement, turnover intention* analisis *partial least square*.

ABSTRACT

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The Role of Work Engagement in Mediating the Influence of Self Efficacy on Turnover Intention of Employees Bhandha Ghara Reksa (Persero) and Review from the standpoint of Islam.

108 pages + xv pages + 13 tables + 2 pictures + 4 attachments

Abstract Description

This study is aimed to determine the role of work engagement in mediating the effect of self-efficacy on turnover intention. . The population in this study is permanent employees of Bhandha Ghara Reksa (Persero). The research was designed as explanatory research with a sample size of 63 respondents. Data were collected using a questionnaire instrument and analyzed using Partial Least Square Structural Equation Modeling. The results showed that self efficacy has a great fit ($GoF = 0.288$) to be used as a model that predict ($Q^2 = 0.245$) the effect to turnover intention with work engagement as a mediator. Self efficacy and work engagement each has a negative affect turnover intention. Self efficacy has a positive direct effect on work engagement. Work engagement can be a mediator that affects self-efficacy on turnover intention (P -value < 0.01). The Islamic review explains that work engagement needs to be applied by the company so that employees feel enthusiastic and get the mandate in carrying out their duties. Self efficacy is a form of employees self confidence in their determination, willpower, and abilities. All of these things can have a good effect on turnover intention if all are based on worship, sincerity, and gratitude to Allah SWT.

Keywords: *work engagement, self efficacy, turnover intention, partial least square analysis.*