

## Abstract

The purpose of research is to determine the effect of the quality of work life on turnover intention with job embeddedness as a mediator variable. The quality of working life is the process by which an organization responds to the needs of employees by developing a mechanism where employees can share and make the decisions that shape their working life. Job embeddedness is a network that encourages individuals to remain in the organization, where the network is divided into the organization itself and the surrounding communities. Turnover Intention is a dominant predictor of which are positive to out from organization. Data from 69 participants obtained by convenience sampling using a questionnaire quality of working life, job embeddedness and intention to change job and analyzed using regression analysis. Results from this study indicate that there is no effect on the quality of work life intention on turnover intention ( $t = 0.732, p > 0.05$ ). Likewise, there is no effect of job embeddedness on turnover intention ( $t = 1.074, p > 0.05$ ). That is the job embeddedness is not role as a mediator. Otherwise found a significant effect on the quality of work life on the job embeddedness ( $t = 6.792, p < 0.05$ ). Then the conclusion of this study quality of work life contributes on job embeddedness in PT PP.

Keywords: quality of work life, job embeddedness, turnover intention