

Psychological Capital as a Mediator of The Relationship between The Quality of work Life and Intention Turnover

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Abstract

This research is to determine the effect of the quality work of life to the intention turnover for the employees at the X company. The research is also aims to show the role of psychological capital as mediator variable which is connected between quality of work life for the employees in X company. Respondents in this research amount 290 people. The technique used for sampling is non-probability sampling technique or convenience sampling. The data were analyzed through bivariate correlation and mediation analysis in Barron & Kenny (1986). The processing of the data in this research uses a statistical program package for the social sciences (SPSS) version 21.

The results showed that (1) Quality of work life affects the intention turnover for the employees at the X company significantly 0.01 ($r = -.289$; $p < 0.01$); (2) Quality of work life affects psychological capital consistently with significantly 0.01 ($r = .364$; $p < 0.01$); and (3) The influence of the quality work of life for intention turnover is mediated by psychological capital. From the results of this research also has shown that the differences in gender, marital status, level and the directorate group affect the perception of the quality of work life. Furthermore the result also has shown that the participants have the quality of work life is lower than psychological capital and intention turn over. The results of the research are quality of work life employees of the organization of the X company have mean= 2.97, median= 3.00, SD= 0.540; psychological capital mean= 4.46, median= 3.5, SD=0.489; and for turnover intention mean= 3.2, median= 3.5, SD= 1.131. The analysis of the relationship between quality of work life to intention turnover of the staff employees ($r = -0.288$; $p < 0.01$) and supervisor ($r = -0.263$; $p < 0.05$) supported to have greater intention turnover than manager level ($r = -0.159$; $p > 0.05$) significantly.

Keywords: Quality of work life, psychological capital, intention turnover