

## ABSTRACT

### The Role of Quality of Work Life As Moderator between Work Engagement and Turnover Intention

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Turnover is an obstacle for the company. Large costs will be incurred by the company on the impact of high turnover rates. Turnover can be predicted with turnover intention. To hold the intentions of employee shifting requires an employee's attachment to his work. Work engagement is a positive or satisfactory state of employee work. The unstable relationship between work engagement and turnover intention indicates the need for moderator variables (Caesens et al., 2016). Quality of work life is the employee's perception of the worker's atmosphere and experience in their workplace. This study aims to show the role of quality of work life as a moderator between work engagement and turnover intention. The subjects of this study consisted of 155 employees working in PT X. The results showed that quality of work life acted as moderator on work engagement and turnover intention relationship,  $r = -0.213$ ,  $p < 0.05$ . The implications and discussions of the results of this study will be discussed in the discussion section.

Keywords: turnover intention, work engagement, quality of work life