

PSYCHOLOGICAL CAPITAL MODERATES THE RELATIONSHIP BETWEEN QUALITY OF WORKLIFE AND TURNOVER INTENTION ON HIGH PERFORMER EMPLOYEES IN PT. X

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ABSTRACT :

Psychological capital is one of personal resources required to deal with negative situations and attitudes at work. Employees with good psychological capital will be positive, more engaged and satisfied with their work while also tend to reduce negative attitudes such as turnover intention. The aim of this paper is to investigate psychological capital as moderating variable in the relationship between quality of work life and turnover intention on high performer employees in PT. X. A data set of 72 high performer employees in PT was collected using nonprobability sampling technique (purposive sampling) and used as study sample. SPSS (Statistical Product and Service Solutions) computer 20.0 was applied to run the analysis. This study finds significant negative relationship between quality of work life with turnover intention on high performer employees in PT. X. However, further investigation psychological capital did not find as moderating effects on quality of work life association with turnover intention and thus rejects the hypothesis in this study.

Keywords : quality of worklife, psychological capital, turnover intention, high performer