

## The Role of Quality of Work Life and Personality Trait on Turnover Intention

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### Abstract

*Turnover is a problem that has less beneficial impact on the organization. This study aims to determine the role of quality of work life and personality trait to turnover intention. The study was conducted on 105 cashiers at PT XYZ spread in Jakarta, Tangerang and Bekasi. The analysis was performed using linear regression with the help of SPSS program. The results showed that the quality of work life affected turnover intention ( $F = 10.886, p < 0.05$ ). Personality trait do not affected turnover intention ( $F = 0.517, p > 0.05$ ). The quality of work life and personality trait simultaneously does not affected turnover intention ( $F = 1.264, p > 0.05$ ). The dimensions of the quality of work life that have significant relationship with turnover intention are coworker ( $-0.386, p < 0.05$ ), supervisory ( $0.378, p < 0.05$ ), work condition ( $-0.314, p < 0.05$ ), work culture ( $-0.298, p < 0.05$ ), job characteristic ( $-0.285, p < 0.05$ ), and promotion ( $-0.214, p < 0.05$ ).*

Keywords: Turnover Intention, Quality of Work Life, Personality Trait