

The Role of Work-Family Conflicts on Turnover Intentions with the Perceived of Organizational Support as Moderators

Selfina Alimbuto

Dr. Rostiana, M.Si., Psi

Tarumanagara University

Abstract

The high frequency of overtime impact to work-family conflicts in employees. This can trigger a high turnover rate. This study aims to determine whether the perceived organizational support acts as a moderator between work-family conflicts and turnover intentions. The subject of this research is employees of PT X located in Tangerang with the number of respondents as many as 81 employees. The method used in this research is quantitative method with data analysis technique using MRA (Moderated Regression Analysis). The results showed that organizational support did not play a role in moderating the relationship of work-family conflicts with turnover intentions ($R^2 = 0.421$, $p = 0.166 > 0.05$). This means that the perceived of organizational support can not be a moderator between work-family conflicts with turnover intentions.

Key word: work family-conflict, perceived organizational support, turnover intention