

ABSTRAK

Turnover intention merupakan salah satu permasalahan yang banyak dihadapi perusahaan manufaktur karena dapat berdampak pada meningkatnya biaya organisasi, terganggunya produktivitas, serta menurunnya stabilitas tenaga kerja. Salah satu faktor psikologis yang diduga berhubungan dengan *turnover intention* adalah *work engagement*. Penelitian ini bertujuan untuk mengetahui hubungan antara *work engagement* dan *turnover intention* pada karyawan industri manufaktur. Penelitian ini menggunakan pendekatan kuantitatif dengan metode korelasional. Subjek penelitian berjumlah 115 karyawan industri manufaktur yang dipilih menggunakan teknik *purposive sampling*. Pengumpulan data dilakukan menggunakan *Utrecht Work engagement Scale* (UWES-9) untuk mengukur *work engagement* dan skala *turnover intention* yang disusun berdasarkan teori Mobley. Analisis data menggunakan uji korelasi Spearman's rho karena data tidak berdistribusi normal. Hasil penelitian menunjukkan terdapat hubungan negatif yang signifikan antara *work engagement* dan *turnover intention* ($r = -0,414$; $p < 0,001$). Hasil tersebut menunjukkan bahwa semakin tinggi *work engagement*, maka semakin rendah *turnover intention* pada karyawan industri manufaktur. *Work engagement* memberikan sumbangan efektif sebesar 17,1% terhadap *turnover intention*, sedangkan 82,9% dipengaruhi oleh faktor lain di luar penelitian. Secara umum, responden memiliki tingkat *work engagement* yang tinggi dan *turnover intention* yang rendah. Dengan demikian, hipotesis penelitian diterima, sehingga peningkatan *work engagement* dapat menjadi salah satu upaya untuk menekan *turnover intention* pada karyawan industri manufaktur.

Kata kunci: karyawan industri manufaktur, *work engagement*, *turnover intention*.

ABSTRACT

Turnover intention is one of the major challenges faced by manufacturing companies because it can increase organizational costs, disrupt productivity, and reduce workforce stability. One of the psychological factors associated with turnover intention is work engagement. This study aimed to examine the relationship between work engagement and turnover intention among manufacturing industry employees. This study employed a quantitative correlational research design. The participants consisted of 115 manufacturing employees selected using a purposive sampling technique. Data were collected using the Utrecht Work engagement Scale (UWES-9) to measure work engagement and a turnover intention scale developed based on Mobley's theory. Data were analyzed using Spearman's rho correlation because the data were not normally distributed. The results showed a significant negative relationship between work engagement and turnover intention ($r = -0.414$, $p < .001$). These findings indicate that higher levels of work engagement are associated with lower levels of turnover intention among manufacturing employees. Work engagement contributed 17.1% to turnover intention, while the remaining 82.9% was influenced by other factors outside the scope of this study. Overall, the participants demonstrated high levels of work engagement and low levels of turnover intention. Therefore, the research hypothesis was supported, suggesting that enhancing work engagement may serve as an effective strategy to reduce turnover intention among manufacturing industry employees.

Keywords: *manufacturing industry employees, work engagement, turnover intention.*