

**PENGARUH *EMPLOYEE ENGAGEMENT*, BUDAYA ORGANISASI,
DAN *WORK LIFE BALANCE* TERHADAP *TURNOVER INTENTION*
GURU *SECONDARY JAKARTA ISLAMIC SCHOOL***

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Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui efek *Employee Engagement*, Budaya Organisasi, dan *Work Life Balance* terhadap *Turnover Intention*. Objek penelitian yang digunakan dalam penelitian ini adalah pegawai guru *Secondary Jakarta Islamic School* dengan jumlah sampel sebanyak 58 dengan menggunakan teknik sampel jenuh. Pengumpulan data dilakukan melalui penyebaran kuesioner. Teknik analisis data yang digunakan adalah metode *Partial Least Square* (PLS) dengan program SmartPLS 3.0. Hasil penelitian ini menunjukkan bahwa *Employee Engagement* berpengaruh negatif signifikan terhadap *Turnover Intention*, Budaya Organisasi berpengaruh negatif signifikan terhadap *Turnover Intention*, sedangkan *Work Life Balance* tidak berpengaruh terhadap *Turnover Intention*.

Kata Kunci : *Employee Engagement*, Budaya Organisasi, *Work Life Balance*, *Turnover Intention*

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Abstract

This study is a quantitative study that aims to determine the effect of Employee Engagement, Organizational Culture, and Work Life Balance Turnover Intention. The object of research used in this research is secondary Jakarta Islamic School teacher employees with a total sample of 58 using the saturated sample technique. Data was collected through the distribution of questionnaires. The data analysis technique used is the Partial Least Square (PLS) method with the SmartPLS 3.0 program. The results of this study indicate that Employee Engagement has a significant negative effect on Turnover Intention, Organizational Culture has a significant negative effect on Turnover Intention, while Work Life Balance has no effect on Turnover Intention.

Keywords: *Employee Engagement, Organizational Culture, Work Life Balance, Turnover Intention*