

ABSTRACT

This research uses quantitative methods with the aim of proving the influence of Workforce Diversity, Employee Engagement and Job Satisfaction both directly and indirectly on Turnover Intention. This research used 83 respondents from PT Bumitama Gunajaya Agro employees as primary data and researchers obtained secondary data through various references related to the research. Data were collected using Probability Sampling techniques and analyzed using descriptive and inferential analysis techniques with the help of SmartPLS software. So that data processing results show that (1) Workforce Diversity has a positive and significant effect on Turnover Intention, (2) Employee Engagement has no significant effect on Turnover Intention, (3) Job Satisfaction has a negative and significant effect on Turnover Intention, (4) Workforce Diversity has an effect negative effect on Turnover Intention mediated by Job Satisfaction, (5) Employee Engagement has a negative and significant effect on Turnover Intention mediated by Job Satisfaction.

Keywords: *Workforce Diversity, Employee Engagement, Job Satisfaction, Turnover Intention*

ABSTRAK

Penelitian ini menggunakan metode kuantitatif dengan tujuan untuk membuktikan adanya pengaruh *Workforce Diversity*, *Employee Engagement* dan *Job Satisfaction* baik secara langsung maupun secara tidak langsung terhadap *Turnover Intention*. Penelitian ini menggunakan 83 responden dari karyawan PT Bumitama Gunajaya Agro sebagai data primer dan data sekunder peneliti peroleh melalui berbagai referensi yang berhubungan dengan penelitian. Pengambilan data menggunakan teknik *Probability Sampling* dan dianalisis menggunakan teknik analisis deskriptif dan inferensial dengan bantuan perangkat lunak SmartPLS. Sehingga pengolahan data memperoleh hasil bahwa (1) *Workforce Diversity* berpengaruh positif dan signifikan terhadap *Turnover Intention*, (2) *Employee Engagement* tidak berpengaruh signifikan terhadap *Turnover Intention*, (3) *Job Satisfaction* berpengaruh negatif dan signifikan terhadap *Turnover Intention*, (4) *Workforce Diversity* berpengaruh negatif terhadap *Turnover Intention* dimediasi oleh *Job Satisfaction*, (5) *Employee Engagement* berpengaruh negatif dan signifikan terhadap *Turnover Intention* dimediasi oleh *Job Satisfaction*.

Kata Kunci: *Workforce Diversity*, *Employee Engagement*, *Job Satisfaction*, *Turnover Intention*