

The Influence of Career Adaptability and Person–Job Fit on Turnover Intention with Employee Retention as a Moderating Variable (Case Study of Komatsu Group Indonesia Employees)

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ABSTRACT

This study aims to analyze the effect of Career Adaptability and Person–Job Fit on Turnover Intention, with Employee Retention as a moderating variable among employees of Komatsu Group Indonesia. This research employed a quantitative approach using a purposive sampling technique. A total of 151 respondents, consisting of young employees from Komatsu Group Indonesia, participated in this study. Data were collected through a structured questionnaire distributed via Google Form. The data were analyzed using descriptive and inferential statistical methods with the assistance of SmartPLS 4.0. The analysis included convergent validity, discriminant validity, reliability testing, coefficient of determination (R^2), predictive relevance (Q^2), and hypothesis testing using the bootstrapping method. The results show that Career Adaptability has a positive and significant effect on Turnover Intention and Person–Job Fit also has a positive and significant effect on Turnover Intention. Furthermore, Employee Retention significantly weakens the relationship between Career Adaptability and Turnover Intention, while strengthening the relationship between Person–Job Fit and Turnover Intention. These findings highlight the importance of effective retention strategies in managing employee turnover potential among young employees.

Keywords: *Career Adaptability, Person–Job Fit, Employee Retention, Turnover Intention, Komatsu Group Indonesia*

Pengaruh *Career Adaptability* dan *Person–Job Fit* terhadap *Turnover Intention* dengan *Employee Retention* sebagai Variabel Moderasi (Studi Kasus Pada Karyawan Komatsu Group Indonesia)

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *Career Adaptability* dan *Person–Job Fit* terhadap *Turnover Intention* dengan *Employee Retention* sebagai variabel moderasi pada karyawan Komatsu Group Indonesia. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengambilan sampel *purposive sampling*. Jumlah responden sebanyak 151 orang yang merupakan karyawan muda dari Komatsu Group Indonesia. Pengumpulan data dilakukan melalui penyebaran kuesioner menggunakan *Google Form*. Teknik analisis data menggunakan analisis deskriptif dan inferensial yang diolah dengan bantuan SmartPLS 4.0. Pengujian meliputi uji validitas konvergen, uji validitas diskriminan, uji reliabilitas, uji koefisien determinasi (R^2), uji *predictive relevance* (Q^2), serta uji hipotesis melalui metode *bootstrapping*. Hasil penelitian menunjukkan bahwa *Career Adaptability* berpengaruh positif dan signifikan terhadap *Turnover Intention* dan *Person–Job Fit* juga berpengaruh positif dan signifikan terhadap *Turnover Intention*. Selanjutnya, *Employee Retention* terbukti secara signifikan memperlemah hubungan antara *Career Adaptability* dan *Turnover Intention*, serta memperkuat hubungan antara *Person–Job Fit* dan *Turnover Intention*. Temuan ini menegaskan bahwa strategi retensi yang efektif memiliki peran penting dalam mengendalikan potensi *Turnover Intention* karyawan, khususnya pada kelompok karyawan muda.

Kata kunci: *Career Adaptability*, *Person–Job Fit*, *Employee Retention*, *Turnover Intention*, Komatsu Group Indonesia