

## ABSTRAK

**Priska Pramesti, Pengaruh *Job Embeddedness* dan *Work engagement* Terhadap *Turnover Intention* Melalui Kepuasan Kerja Sebagai Variabel Mediasi di PT Oasis Waters International Cabang Jembatan Lima.**

**Pembimbing : Abdurrahman**

PT Oasis Waters International merupakan perusahaan yang bergerak dibidang produksi sekaligus distribusi air mineral. Penelitian ini bertujuan untuk : meneliti, menguji dan mengkaji pengaruh Pengaruh *Job Embeddedness* dan *Work Engagement* Terhadap *Turnover Intention* Melalui Kepuasan Kerja Sebagai Variabel Mediasi di PT Oasis Waters International Cabang Jembatan Lima. Sampel penelitian ini sebanyak 94 karyawan. Data dikumpulkan langsung dari responden dengan menggunakan instrumen penelitian berupa kuesioner dan teknik analisis data menggunakan *analysis path*. Hasil penelitian ini membuktikan bahwa *job embeddedness* berpengaruh signifikan terhadap kepuasan kerja, *work engagement* berpengaruh signifikan terhadap *turnover intention*, *job embeddedness* berpengaruh signifikan terhadap kepuasan kerja, *work engagement* berpengaruh signifikan terhadap kepuasan kerja, kepuasan kerja berpengaruh signifikan terhadap *turnover intention*. Kepuasan kerja tidak dikatakan sebagai variabel mediasi karena lebih besar pengaruh langsung dibandingkan pengaruh tidak langsung.

Kata kunci: *Job embeddedness*, *wok engagement*, kepuasan kerja, *turnover intention*.

**ABSTRACT**

*Priska Pramesti, The Effect of Job Embeddedness and Work Engagement on Turnover Intention Through Job Satisfaction as a Mediation Variable at PT Oasis Waters International Jembatan Lima Branch.*

*Mentor : Abdurrahman*

*PT Oasis Waters International is a company engaged in the production and distribution of mineral water. This study aims to: examine, test and examine the effect of Job Embeddedness and Work Engagement Effects on Turnover Intention Through Job Satisfaction as Mediation Variables at PT Oasis Waters International Jembatan Lima Branch. The sample of this study were 94 employees. Data were collected directly from respondents using a research instrument in the form of a questionnaire and data analysis techniques using analysis path. The results of this study prove that job embeddedness has a significant effect on job satisfaction, work engagement has a significant effect on turnover intention, job embeddedness has a significant effect on job satisfaction, work engagement has a significant effect on job satisfaction, job satisfaction has a significant effect on turnover intention. Job satisfaction is not said to be a mediating variable because the direct effect is greater than the indirect effect.*

*Keywords: Job embeddedness, wok engagement, job satisfaction, turnover intention.*