

ABSTRAK

Judul : Pengaruh *Work-Family Conflict* Terhadap *Turnover Intention* Dengan *Socioemotional Wealth* Sebagai Variabel Moderasi.
Nama : Yola Abdalina Kristi
Program Studi : S1 Manajemen

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh *Work-Family Conflict* Terhadap *Turnover Intention* Dengan *Socioemotional Wealth* Sebagai Variabel Moderasi pada karyawan swasta yang sudah berkeluarga dan bekerja di dalam perusahaan keluarga khususnya wilayah Jakarta Barat. Teknik analisis data menggunakan analisis regresi linier sederhana. Sampel yang diambil sebanyak 100 Responden yakni karyawan swasta yang sudah berkeluarga dan bekerja di dalam perusahaan keluarga namun statusnya bukan anggota keluarga perusahaan. Penentuan sampel dengan teknik Purposive Sampling.

Berdasarkan hasil penelitian dapat disimpulkan bahwa (a) *Work-family Conflict* berpengaruh positif terhadap *Turnover Intention* (b) *Socioemotional Wealth* berpengaruh positif sebagai pemoderasi antara *Work-family Conflict* terhadap *Turnover Intention* pada karyawan perusahaan.

Saran dari penelitian ini adalah diharapkan karyawan dapat lebih mendekatkan diri dengan keluarganya agar diberi dukungan dan semangat sehingga waktu antara pekerjaan dan keluarga dapat terbagi dengan baik dan perusahaan lebih memperhatikan dalam pemberian tugas dan juga waktu penyelesaian tugas sesuai dengan porsinya, sehingga karyawan tidak terbebani dengan tekanan waktu kerja agar karyawan lebih merasa nyaman di dalam perusahaan dan tingkat *turnover intention* dapat berkurang.

Kata Kunci: *Work-family Conflict*, *Turnover Intention* dan *Socioemotional Wealth*

ABSTRACT

Title : *The Influence of Work-Family Conflict on Turnover Intention with Socioemotional Wealth as a Moderation Variable.*
Name : Yola Abdalina Kristi
Study Program : S1 Management

This study aims to determine how much influence Work-Family Conflict has on Turnover Intention with Socioemotional Wealth as a Moderation Variable for private employees who are married and work in family companies, especially in West Jakarta. The data analysis technique used simple linear regression analysis. Samples were taken as many as 100 respondents, namely private employees who are married and work in the family company but their status is not a member of the company family. Determination of the sample using purposive sampling technique.

Based on the results of the study, it can be concluded that (a) Work-family Conflict has a positive effect on Turnover Intention (b) Socioemotional Wealth has a positive effect as a moderator between Work-family Conflict on Turnover Intention in company employees.

The suggestion from this research is that employees are expected to be closer to their families so that they are given support and enthusiasm so that the time between work and family can be divided properly and the company pays more attention to assigning tasks and completing tasks according to their portion, so that employees are not burdened with pressure. working time so that employees feel more comfortable in the company and the level of turnover intention can be reduced.

Keywords: *Work-family Conflict, Turnover Intention and Socioemotional Wealth*