

**ABSTRAK**  
**PENGARUH *WORK ENGAGEMENT* TERHADAP KOMITMEN  
ORGANISASI DAN *TURNOVER INTENTION***

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh *work engagement* terhadap komitmen organisasi dan *turnover intention* karyawan dari berbagai perusahaan di Jakarta yang diantaranya bergerak di bidang keuangan, perbankan, jasa, tambang, tekstil, kesehatan, dan pendidikan. Survei dilakukan secara manual dan online kepada 200 responden dan data dianalisis dengan regresi sederhana menggunakan SPSS 16. Hasil penelitian menunjukkan bahwa *work engagement* mempengaruhi komitmen organisasi secara positif sebesar 16.3% dan mempengaruhi *turnover intention* secara negatif sebesar 16.9%. Selain itu, hasil penelitian juga menunjukkan bahwa komitmen organisasi memiliki pengaruh negatif terhadap *turnover intention* sebesar 7.9%. Penelitian ini menyimpulkan bahwa komitmen organisasi yang tinggi dan *turnover intention* yang rendah dapat diperoleh dengan memiliki dan/atau meningkatkan *work engagement*. Organisasi dapat meningkatkan *work engagement* karyawan dengan menyediakan sumber daya kerja yang memadai sedangkan karyawan dapat meningkatkan *work engagement* yang dimilikinya secara individual dengan menjadi lebih proaktif seperti melakukan *job crafting*.

Kata kunci: *Work Engagement*, Komitmen Organisasi, *Turnover Intention*

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**THE INFLUENCE OF WORK ENGAGEMENT TOWARD  
ORGANIZATIONAL COMMITMENT AND TURNOVER INTENTION**

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**ABSTRACT**

This study aimed to examine the influence of work engagement toward organizational commitment and turnover intention of employees from various companies that operating in finance, banking, services, mining, textiles, health, and education in Jakarta. Paper based and online survey were conducted involving 200 participants and SPSS 16 was employed to analyze the data using simple linear regression. The results of this study showed that work engagement is positively and significantly affects organizational commitment by 16.3%. On the other hand, work engagement also negatively and significantly affects turnover intention by 16.9%. In addition, the results of this study also showed that organizational commitment has negative and significant influence to turnover intention by 7.9%. The conclusion is high organizational commitment and low turnover intention can be achieved by increasing work engagement. Organizations can use the results of this research to increase work engagement by providing job resource and individual can engage to their work by being more proactive through job crafting.

Keywords: Work Engagement, Organizational Commitment, Turnover Intention

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