

**PENGARUH LINGKUNGAN KERJA, MOTIVASI INTRINSIK,
DAN *WORK LIFE BALANCE* TERHADAP *TURNOVER*
INTENTION DENGAN KETERKAITAN KARYAWAN
SEBAGAI VARIABEL MEDIATOR PT. ALKAUTSAR
DISTRIBUSI FARMA**

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**PROGRAM STUDI MANAJEMEN
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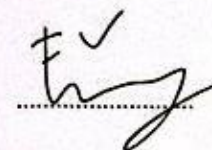
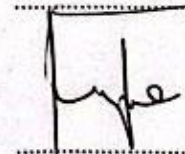
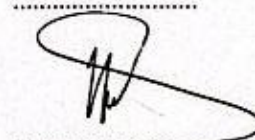
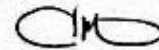
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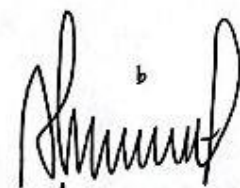
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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja, motivasi intrinsik, dan work life balance terhadap turnover intention dengan keterikatan karyawan sebagai variabel mediasi pada PT. Alkautsar Distribusi Farma. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui penyebaran kuisioner kepada seluruh karyawan sebagai responden. Teknik pengambilan sample menggunakan metode sensus, sedangkan analisis data dilakukan dengan Partial Least Square (PLS).

Hasil Penelitian menunjukkan bahwa lingkungan kerja, motivasi intrinsik, dan work loife balance berpengaruh negatif dan signifikan terhadap turnover intention. Selain itu, ketiga variabel tersebut juga berepengaruh negatif dan signifikan terhadap keterikatan karyawan. Keterikatan karyawan terbukti berpengaruh negatif terhadap turnover intention serta mampu memediasi pengaruh lingkungan kerja, motivasi intrinsik, dan work life balance terhadap turnover intention. Temuan ini menunjukkan bahwa peningkatan keterikatan karyawan berperan penting dalam menekan keinginan karyawan untuk meninggalkan perusahaan.

Kata kunci: Lingkungan Kerja, Motivasi Intrinsik, *Work Life Balance*, Keterikatan Karyawan, *Turnover Intention*, PT. Alkautsar

ABSTRACT

This study aims to analyze the effect of work environment, intrinsic motivation, and work-life balance on turnover intention, with employee engagement as a mediating variable at PT. Alkautsar Distribusi Farma. This research uses a quantitative approach with a survey method by distributing questionnaires to all employees as respondents. The sampling technique used was a census method, and data analysis was conducted using Partial Least Square (PLS).

The results indicate that work environment, intrinsic motivation, and work life balance have a negative and significant effect on Turnover Intention. These variables also have a positive and significant effect on employee engagement. Furthermore, employee engagement has a negative and significant effect on Turnover Intention and is proven to mediate the relationship between work environment, intrinsic motivation, and Work Life Balance on Turnover Intention. These findings highlight the importance of employee engagement in reducing employees' intention to leave the company.

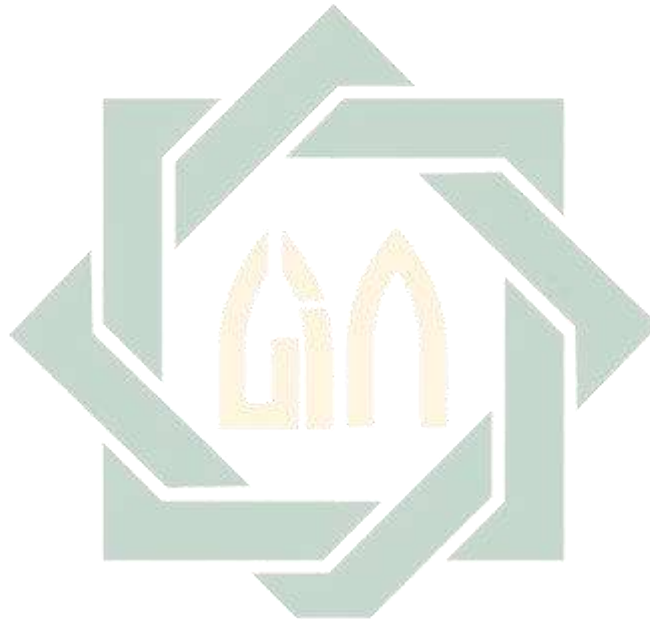
Keywords: Work Environment, Intrinsic Motivation, Work Life Balance, Employee Engagement, Turnover Intention

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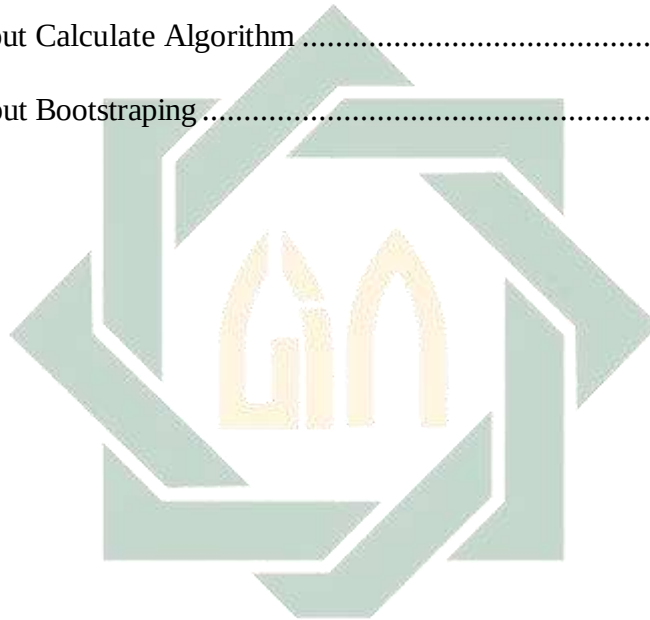
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