

**PENGARUH *PERSON-JOB FIT* DAN *WORK ENGAGEMENT* TERHADAP  
*TURNOVER INTENTION* KARYAWAN PT. ABC**

**SKRIPSI**



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**2026**

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## ABSTRACT

*The high rate of employee turnover in the information technology industry poses a serious challenge to organizational stability and sustainability. This phenomenon is clearly evident at PT. ABC, an IT solutions company in Jakarta, where internal data indicates a concerning resignation rate of 32-36% during the 2023 period. The study aims to analyze the influence of person-job fit and work engagement on turnover intention among employees at PT. ABC. This research employs a quantitative approach with a correlational design. The research sample consists of 51 respondents selected through a total sampling technique across five departments. Data analysis was conducted using Spearman's rho non-parametric correlation, as the residual data were not normally distributed according to the Kolmogorov-Smirnov test ( $p = 0,022$ ) and Shapiro-Wilk test ( $p = 0.008$ ). The results demonstrate that person-job fit has a significant negative effect on turnover intention ( $p = 0.002$ ), indicating that the higher the compatibility between an individual and their job, the lower the intention to resign. Conversely, work engagement does not show a significant effect on turnover intention ( $p = 0.059$ ). This suggests that work engagement alone is insufficient to guarantee long-term loyalty without fulfilling personal needs and providing clear career paths in the technology sector of PT. ABC. This study recommends that the company strengthen competency-based placement strategies (demands-abilities) and improve reward schemes (needs-supplies) to enhance talent retention in the future.*

**Keywords:** *Person-Job Fit, Work Engagement, Turnover Intention, IT Employees*



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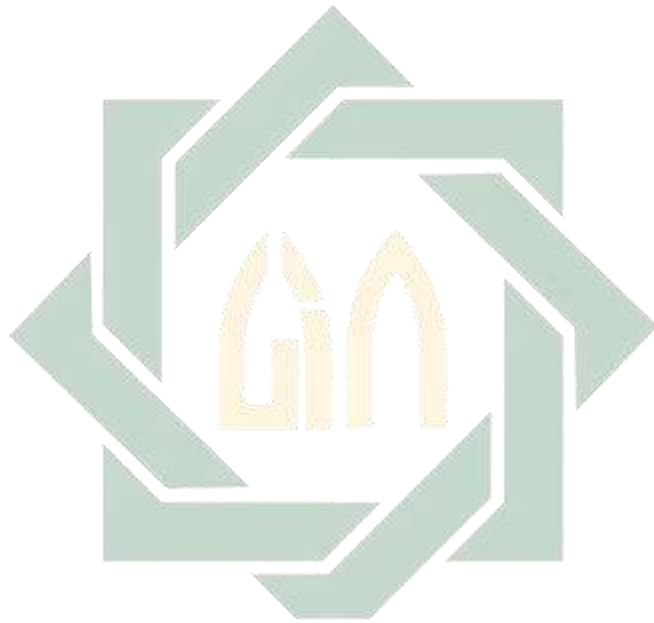
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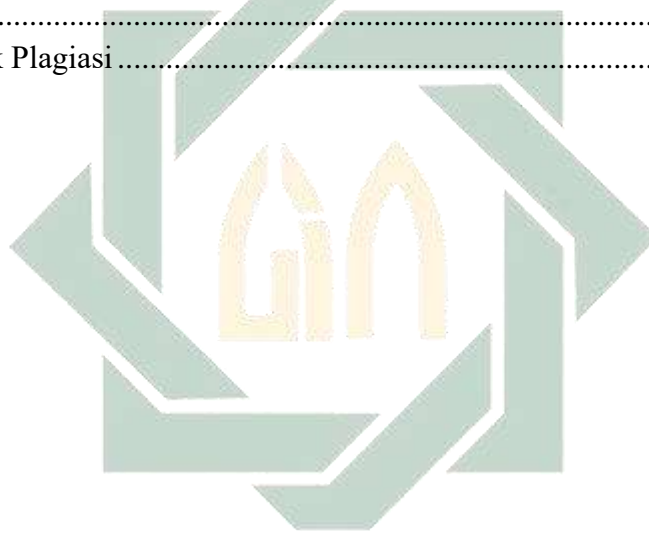
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