

DAFTAR ISI

| | |
|---|------|
| PERSETUJUAN SKRIPSI | ii |
| PENGESAHAN KELULUSAN UJIAN | iii |
| PERNYATAAN ORISINALITAS SKRIPSI | iv |
| MOTTO..... | v |
| <i>ABSTRACT</i> | vi |
| ABSTRAK | vii |
| KATA PENGANTAR | viii |
| DAFTAR ISI | xi |
| DAFTAR TABEL | xiv |
| DAFTAR GAMBAR..... | xv |
| DAFTAR LAMPIRAN..... | xvi |
| BAB I PENDAHULUAN | 1 |
| 1.1 Latar Belakang..... | 1 |
| 1.2 Rumusan Masalah..... | 14 |
| 1.3 Tujuan Penelitian..... | 17 |
| 1.4 Kegunaan Penelitian | 17 |
| 1.5 Sistematika Penelitian..... | 18 |
| BAB II TELAAH PUSTAKA..... | 20 |
| 2.1 Landasan Teori..... | 20 |
| 2.1.1 <i>Conservation of Resources (COR) Theory</i> | 20 |
| 2.1.2 <i>Turnover Intention</i> | 21 |
| 2.1.3 <i>Work – Family Conflict</i> | 23 |
| 2.1.4 <i>Work Engagement</i> | 24 |
| 2.2 Pengembangan Hipotesis | 26 |
| 2.2.1 <i>Work – Family Conflict dan Turnover Intention</i> | 26 |
| 2.2.2 <i>Work Engagement sebagai Variabel Mediasi Pengaruh Work – Family Conflict Terhadap Turnover Intention</i> | 28 |
| 2.3 Kerangka Pemikiran Penelitian | 31 |

| | |
|--|----|
| BAB III METODE PENELITIAN | 32 |
| 3.1 Variabel Penelitian dan Definisi Operasional | 32 |
| 3.1.1 Variabel Penelitian | 32 |
| 3.1.2 Definisi Operasional Variabel | 33 |
| 3.2 Populasi dan Sampel | 36 |
| 3.2.1 Populasi Penelitian | 36 |
| 3.2.2 Ukuran Sampel | 36 |
| 3.3 Jenis dan Sumber Data | 37 |
| 3.3.1 Data Primer | 37 |
| 3.3.2 Data Sekunder | 38 |
| 3.4 Metode Pengumpulan Data | 38 |
| 3.4.1 Observasi | 38 |
| 3.4.2 Kuesioner | 38 |
| 3.5 Metode Analisis | 39 |
| 3.5.1 <i>Pilot Test</i> | 39 |
| 3.5.2 Evaluasi Model Pengukuran (<i>Outer Model</i>) | 40 |
| 3.5.3 Evaluasi Model Struktural (<i>Inner Model</i>) | 42 |
| 3.5.4 Pengujian Hipotesis | 43 |
| 3.5.5 Uji Efek Mediasi | 43 |
| BAB IV HASIL DAN ANALISIS | 45 |
| 4.1 <i>Pilot Test</i> | 45 |
| 4.1.1 Uji Validitas <i>Pilot Test</i> | 46 |
| 4.1.2 Uji Reliabilitas <i>Pilot Test</i> | 49 |
| 4.2 Deskripsi Objek Penelitian | 49 |
| 4.3 Analisis Statistik Deskriptif | 53 |
| 4.3.1 Variabel <i>Turnover Intention</i> | 54 |
| 4.3.2 Variabel <i>Work – Family Conflict</i> | 55 |
| 4.3.3 Variabel <i>Work Engagement</i> | 56 |
| 4.4 Pengujian Model Pengukuran (<i>Outer Model</i>) | 57 |
| 4.4.1 Uji Validitas | 57 |
| 4.4.2 Uji Reliabilitas | 60 |

| | | |
|----------------------|---|----|
| 4.5 | Pengujian Model Struktural (<i>Inner Model</i>)..... | 61 |
| 4.5.1 | Uji <i>Coefficient of Determination</i> (R^2)..... | 62 |
| 4.5.2 | Uji <i>Path Coefficients</i> | 63 |
| 4.5.3 | Uji <i>Effect Size</i> (f^2)..... | 63 |
| 4.5.4 | Uji <i>Cross – Validated Redundancy</i> (Q^2)..... | 64 |
| 4.6 | Pengujian Hipotesis | 65 |
| 4.7 | Pembahasan..... | 66 |
| 4.7.1 | Pengaruh <i>Work – Family Conflict</i> terhadap <i>Turnover Intention</i> | 66 |
| 4.7.2 | Pengaruh <i>Work – Family Conflict</i> terhadap <i>Turnover Intention</i> dengan <i>Work Engagement</i> sebagai Variabel Pemediasi | 68 |
| BAB V PENUTUP | | 71 |
| 5.1 | Kesimpulan..... | 71 |
| 5.2 | Keterbatasan | 72 |
| 5.3 | Saran Penelitian | 74 |
| 5.4 | Implikasi Penelitian | 75 |
| 5.4.1 | Implikasi Konseptual | 75 |
| 5.4.2 | Implikasi Manajerial..... | 75 |
| DAFTAR PUSTAKA | | 78 |
| LAMPIRAN | | 84 |

