

ABSTRACT

This study aims to analyze the effect of perceived organizational support and nurturant task leadership on turnover intention with employee engagement and work life balance as mediating variables. This study uses perceived organizational support and nurturant task leadership as independent variables, turnover intention as the dependent variable, and employee engagement and work life balance as mediating variables.

The population in this study were active employees of PT Tokopedia Tbk with 127 active employees of PT Tokopedia as the research sample. This study took some of the active employees of PT Tokopedia as samples or research respondents. Data was obtained from a questionnaire which was processed and analyzed using the SmartPLS program.

The results showed that perceived organizational support has a negative and significant effect on turnover intention. While the results of the mediating variable, namely employee engagement, proved to be a successful variable that mediates between perceived organizational support and turnover intention and nurturant task leadership with turnover intention. Further results show that the work life balance variable succeeds in becoming a mediating variable between perceived organizational support and turnover intention.

Keywords : Perceived Organizational Support, Nurturant Task Leadership, Employee Engagement, Work Life Balance, Turnover Intention.

