

Pengaruh Total Rewards terhadap Turnover Intention yang Dimediasi Work Engagement, Organizational Justice Memoderasi Total Rewards dengan Work Engagement: Studi Kasus pada Perusahaan di Sektor Bank Digital = The Effect of Total Rewards on Turnover Intention Mediated by Work Engagement, Organizational Justice Moderates Total Rewards with Work Engagement: Case Study on Companies in Digital Banking Sector

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Abstrak

Penelitian ini menganalisis pengaruh total rewards terhadap turnover intention yang dimediasi oleh work engagement serta dimoderasi oleh organizational justice pada sektor bank digital. Hasil menunjukkan total rewards berpengaruh signifikan terhadap work engagement (t-value 34.34). Work engagement memediasi hubungan antara total rewards dan turnover intention secara parsial dengan indirect effect sebesar -0.5194 dan t-value -2.50. Moderasi oleh organizational justice menunjukkan quasi-moderation dengan t-value 2.17 (SLF 0.02) untuk work engagement, dan memperlemah hubungan total rewards terhadap turnover intention meskipun tidak signifikan (t-value -0.69). Jalur mediasi melalui work engagement menunjukkan efek yang lebih kuat dalam mengurangi turnover intention dibandingkan dengan pengaruh langsung (t-value -2.00).
.....This study analyzes the effect of total rewards on turnover intention mediated by work engagement and moderated by organizational justice in the digital banking sector. The results show that total rewards significantly influence work engagement (t-value 34.34). Work engagement partially mediates the relationship between total rewards and turnover intention with an indirect effect of -0.5194 and t-value -2.50. Moderation by organizational justice shows quasi-moderation with a t-value of 2.17 (SLF 0.02) for work engagement and weakens the relationship between total rewards and turnover intention, although not significantly (t-value -0.69). The mediation path through work engagement shows a stronger effect in reducing turnover intention compared to the direct effect (t-value -2.00).