

Pengaruh *Leader-Member Exchange, Career Development, dan Employee Engagement* terhadap *Turnover Intention*: Studi pada karyawan Bank Nagari Kantor Pusat

TESIS

Diajukan sebagai Salah Satu Syarat untuk Mencapai Gelar Magister Manajemen pada Program Studi Magister Manajemen Fakultas Ekonomi dan Bisnis Universitas Andalas



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FAKULTAS EKONOMI DAN BISNIS

UNIVERSITAS ANDALAS

PADANG

2022

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ABSTRAK

Penelitian ini bertujuan untuk menguji Pengaruh *Leader-Member Exchange, Career Development, dan Employee Engagement* terhadap *Turnover Intention*: Studi pada karyawan Bank Nagari Kantor Pusat. Dengan pengolahan data penelitian dilakukan melalui Smart PLS 3.3. Teknik pengambilan sampel menggunakan *stratified proposional random sampling* dengan jumlah sampel 152 responden. Hasil penelitian menunjukkan bahwa a) *leader-member exchange* berpengaruh negatif dan tidak signifikan terhadap *turnover intention*, b) *career development* berpengaruh negatif dan tidak signifikan terhadap *turnover intention*, c) *leader-member exchange* berpengaruh positif dan signifikan terhadap *employee engagement*, d) *career development* berpengaruh positif dan signifikan terhadap *employee engagement*, dan e) *employee engagement* berpengaruh dan signifikan terhadap *turnover intention*.

Kata Kunci : *Leader-Member Exchange, Career Development, Employee Engagement, Turnover Intention*

The Effect Of Leader-Member Exchange, Career Development, and Employee Engagement on Turnover Intention : Study on employees of Bank Nagari Head Office

ABSTRACT

This study aims to examine the effect of Leader-Member Exchange, Career Development, and Employee Engagement on Turnover Intention : Study on employees of Bank Nagari Head Office With research data processing is done through Smart PLS 3.3. The sampling technique used stratified proportional random sampling with a sample of 152 respondents. The results showed that a) leader-member exchange had a negative and insignificant effect on turnover intention, b) career development had a negative and insignificant effect on turnover intention, c) leader-member exchange had a positive and significant effect on employee engagement, d) career development positive and significant effect on employee engagement, and e) employee engagement has a significant and positive effect on turnover intention.

Keywords: Leader-Member Exchange, Career Development, Employee Engagement, Turnover Intention

