

ABSTRAK

Penelitian ini bertujuan untuk menganalisis faktor-faktor yang dapat mempengaruhi pada *intention to stay* PT Arta Boga Cemerlang (OT) Surabaya. Variable independen yang digunakan dalam penelitian ini yaitu *flexible work*, *jos satisfaction*, dan *work-life balance* dan variabel dependen yang digunakan yaitu *jossatisfaction* dan *intention to stay*.

Jenis penelitian ini merupakan penelitian kuantitatif. Populasi yang digunakan pada penelitian ini adalah karyawan PT Arta Boga Cemerlang (OT) Surabaya dengan jumlah sampel 59 responden. Teknik analisa menggunakan metoderandom sampling data dikumpulkan melalui *google from*. Metode analisis yang digunakan adalah *Partial Least Square* (PLS) dengan menggunakan *software WarpPLS* Versi 5.0.

Hasil penelitian menunjukkan bahwa *flexible work* berpengaruh positif dan signifikan terhadap *job satisfaction*, *work-life balance* berpengaruh positif dan signifikan terhadap *job satisfaction*, *flexible work* tidak berpengaruh positif dan signifikan terhadap *intention to stay*, *job satisfaction* tidak berpengaruh positif dan signifikan terhadap *intention to stay*, dan *work-life balance* berpengaruh positif dan signifikan terhadap *intention to stay*, *job satisfaction* tidak memediasi pengaruh *flexible work* ke *intention to stay*, *job satisfaction* tidak memediasi pengaruh *work-life balance* ke *intention to stay*.

Kata kunci: *Flexible Work, Job Satisfaction, Work-life Balance dan Intention ToStay.*

ABSTRACT

This research aimed to analyze some factors which affect the intention to stay at PT Arta Boga Cemerlang (OT) Surabaya. The independent variables were flexible work, job satisfaction, and work-life balance. While the dependent variable was job satisfaction and intention to stay.

The research was quantitative. Moreover, the population was 59 employees at PT Arta Boga Cemerlang (OT) Surabaya. The data collection technique used a random sampling. Furthermore, the data were collected through Google Forms. The data analysis technique used Partial Least Square (PLS) with the WarpPLS software 5.0 version.

The result showed that flexible work had a positive and significant effect on job satisfaction, Likewise, work-life balance had a positive and significant effect on job satisfaction. However, flexible work did not have a positive and significant effect on the intention to stay. Similarly, job satisfaction did not have a positive and significant effect on the intention to stay. On the other hand, the work-life balance had a significantly positive effect on the intention to stay. In contrast, job satisfaction did not mediate the effect of flexible work on the intention to stay. Also, job satisfaction did not mediate the effect of work-life balance on the intention to stay.

Keywords: *Flexible Work, Job Satisfaction, Work-Life Balance, Intention To Stay*

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