

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh dari *employee engagement*, *reward*, *punishment* terhadap *turnover intention* karyawan PT X. *Employee engagement* diukur dengan *vigor* (semangat), *dedication* (dedikasi), *absorption* (penyerapan). *Reward* diukur dengan gaji, insentif, pujian, cuti, tunjangan. *Punishment* diukur dengan tata tertib, usaha untuk meminimalisir pelanggaran yang akan datang, tekanan, hukuman, peringatan, teguran. *Turnover intention* diukur dengan pikiran untuk keluar, keinginan untuk mencari lowongan pekerjaan lain, adanya keinginan untuk meninggalkan perusahaan dalam beberapa bulan mendatang.

Jenis penelitian yang digunakan yaitu penelitian deskriptif kuantitatif. Populasi dalam penelitian ini adalah karyawan PT X sejumlah 200 karyawan. Teknik pengambilan sampel yang digunakan yaitu menggunakan teknik *simple random sampling* dan menggunakan rumus slovin, sehingga didapatkan sampel sejumlah 67 responden. Pengumpulan data dalam penelitian ini dengan penyebaran kuesioner yang disebarakan kepada responden melalui online (*gform*). Teknik analisis data yang digunakan dalam penelitian ini adalah analisis regresi linear berganda dengan alat bantu *software* pengolahan data SPSS versi 26.

Hasil penelitian menunjukkan bahwa *employee engagement*, *reward*, *punishment* berpengaruh positif dan signifikan terhadap *turnover intention* karyawan PT X.

**Kata Kunci :** *employee engagement*, *reward*, *punishment*, *turnover intention*

## **ABSTRACT**

*This research examined employee engagement, reward, and punishment on the employees' turnover intention at PT. X. Employee engagement was measured by Vigor (spirit), dedication (dedication), and absorption (absorption). Furthermore, reward was measured by salary, incentives, praise, leave, and allowances. Punishment was measured by rules, efforts to minimize future violations, pressure, punishment, warnings, and reprimands. The turnover intention was measured with thoughts of leaving, a desire to look for another job vacancy, and a desire to leave the company in the next few months.*

*The research was descriptive-quantitative. The population was 200 employees at PT. X. The data collection technique used a simple random sampling technique with the Slovin formula. In line with that, 67 respondents were gained. Moreover, the instrument in the data collection technique was a questionnaire. The questionnaires were distributed to the respondents through online or GoogleForms. Additionally, the data analysis technique used multiple linear regression with the SPSS 26 version.*

*The result showed that employee engagement, reward, and punishment had a positive and significant effect on employees' turnover intention at PT. X.*

**Keywords:** *Employee Engagement, Reward, Punishment, Turnover Intention*

