

ABSTRACT

Penelitian ini merupakan survei pada karyawan PT. BUKALAPAK Jakarta. Penelitian ini mengambil judul: “THE EFFECT OF PERSON JOB FIT AND WORK ENGAGEMENT TOWARDS INTENTION TO QUIT: THE ROLE MEDIATING OF JOB SATISFACTION IN THE MILLENIAL WORKFORCE PT. BUKALAPAK CONTEXT”

Penelitian ini bertujuan untuk mengetahui person job fit, *work engagement*, dan job satisfaction dalam pengaruhnya terhadap *intention to quit*. Responden dalam penelitian ini adalah karyawan yang mempunyai masa kerja minimal 2 tahun. Penelitian ini menggunakan 50 responden. Metode penelitian ini menggunakan penelitian kuantitatif dengan teknik pengambilan sampel yang digunakan adalah *Purposive Sampling*.

Berdasarkan hasil penelitian dan analisis data menggunakan SPSS (*Statistical Product and Service Solution*) menunjukkan bahwa : (1) person job fit berpengaruh positif terhadap *intention to quit*. (2) *Work engagement* berpengaruh positif terhadap *intention to quit*. (3) Kepuasan kerja tidak memediasi pengaruh gaya person job fit terhadap *intention to quit* dan (4) Kepuasan kerja tidak memediasi pengaruh *work engagement* terhadap *intention to quit*.

Implikasi dari penelitian ini adalah karyawan bukalapak untuk mempunyai niat tinggal pada perusahaan dibutuhkan pemimpin karyawan yang baik dan adanya *work engagement* dari karyawan terhadap perusahaan. Person job fit dan *work engagement* agar berperan dalam meningkatkan kepuasan kerja, maka sebaiknya organisasi dapat memberikan suatu pelatihan dan *family gathering* bagi perusahaan untuk menumbuhkan rasa memiliki dan kebanggaan terhadap perusahaan sehingga karyawan mampu bekerja lebih efektif dan penuh tanggung jawab.

Kata Kunci : *Intention to Quit, Person Job Fit, Work Engagement, dan Job Satisfaction.*

ABSTRACT

This research is a survey of employees of PT. BUKALAPAK Jakarta. This research takes the title: “THE EFFECT OF PERSON JOB FIT AND WORK ENGAGEMENT TOWARDS INTENTION TO QUIT: THE ROLE MEDIATING OF JOB SATISFACTION IN THE MILLENIAL WORKFORCE PT. BUKALAPAK CONTEXT”

This study aims to determine the person's job fit, work engagement, and job satisfaction in their influence on the intention to quit. Respondents in this study were employees who had a minimum of 2 years of service. This study used 50 respondents. This research method uses quantitative research with the sampling technique used is purposive sampling.

Based on the results of research and data analysis using SPSS (Statistical Product and Service Solution) shows that: (1) person job fit has a positive effect on intention to quit. (2) Work engagement has a positive effect on intention to quit. (3) Job satisfaction does not mediate the effect of person job fit on intention to quit and (4) Job satisfaction does not mediate the effect of work engagement on intention to quit.

The implication of this research is that employees of Bukalapak to have the intention to stay at the company need good employee leaders and work engagement from employees to the company. Person job fit and work engagement in order to play a role in increasing job satisfaction, the organization should be able to provide training and family gatherings for companies to foster a sense of belonging and pride in the company so that employees are able to work more effectively and responsibly.

Keywords: Intention to Quit, Person Job Fit, Work Engagement, and Job Satisfaction