

## RINGKASAN

Penelitian ini bertujuan untuk mengetahui pengaruh *work overload* terhadap *job embeddedness* dengan peran *quality of work life* sebagai mediasi. Responden pada penelitian ini sebanyak 40 pegawai dengan Teknik pengambilan sampel menggunakan *purposive sampling*. Berdasarkan hasil penelitian yang dilakukan menggunakan analisis regresi dengan mediasi menunjukkan bahwa: (1) *Work Overload* memiliki pengaruh negatif terhadap *Job Embeddedness*, (2) *Quality of Work Life* berpengaruh positif signifikan terhadap *Job embeddedness*, (3) *Work Overload* berpengaruh negatif signifikan terhadap *Quality of Work Life*, (4) *Quality of work life* mampu memediasi hubungan *Work Overload* berpengaruh negatif terhadap *Job embeddedness*.

**Kata kunci:** *Work Overload, Job Embeddedness, Quality of Work Life*



## SUMMARY

*This study aims to determine the effect of work overload on job embeddedness with the role of quality of work life as mediation. Respondents in this study were 40 employees with the sampling technique using purposive sampling. Based on the results of research conducted using regression analysis with mediation, it shows that: (1) Work Overload has a negative effect on Job Embeddedness, (2) Quality of Work Life has a significant positive effect on Job Embeddedness, (3) Work Overload has a significant negative effect on Quality of Work Life, (4) Quality of work life is able to mediate the relationship between Work Overload and negative effect on Job embeddedness.*

**Keywords:** *Work Overload, Job Embeddedness, Quality of Work Life*

