

ABSTRAK

Tujuan utama dari penelitian ini adalah untuk mengetahui pengaruh job burnout, keterikatan kerja dan gaya kepemimpinan terhadap *turnover intention* pada karyawan bank muamalat dengan menggunakan pendekatan deskriptif kuantitatif. Data dalam penelitian diperoleh dari 62 responden yang merupakan karyawan Bank Muamalat. Analisis data dalam penelitian ini menggunakan metode alternatif dari *structural equation modeling* (SEM) yaitu *partial least square* (PLS). Tahap pertama dalam penelitian ini untuk menguji validitas pertanyaan setiap variabel berikut dengan reliabilitasnya. Tahap kedua menguji hubungan antara job burnout, keterikatan kerja dan gaya kepemimpinan terhadap *turnover intention*. Hasil dari penelitian ini menyatakan bahwa variabel job burnout dan gaya kepemimpinan berpengaruh positif dan signifikan terhadap *turnover intention* sementara variabel keterikatan kerja berpengaruh negative dan tidak signifikan.

Kata Kunci: Job Burnout, Keterikatan Kerja, Gaya Kempimpinan, *Turnover Intention*



ABSTRACT

The main objective of this study was to determine the effect of job burnout, work attachment and leadership style on turnover intention on bank muamalat employees using a quantitative descriptive approach. Data were collected from 62 respondents who were employees of Bank Muamalat.. Data analysis in this study use alternative methods of structural equation modeling (SEM) which is partial least square (PLS). The first phase of the current study is to validate each variable's question as well as it's reliabilities. The second phase is to test the relationships among the effect between job burnout, work engagement and leadership style on turnover intention. The outcomes of this present study have shown that the job burnout and leadership style have positive and significant effects while work engagement although has negative effect, however, it was not significant.

Keywords: Job Burnout, Job Orientation, Leadership Style, Turnover Intention

