

***The Influence of Perceived Organizational Justice Towards Turnover Intention
on PT.X Employees Through Emotional Exhaustion as Mediator***

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ABSTRACT

The purpose of this study is to examine the influence of perceived organizational justice towards turnover intention on PT.X employees. This study also aims to see the mediating role of emotional exhaustion within the relationship. Turnover intention becomes an interesting topic to study and organizational justice has been widely studied to have an effect towards turnover intention. This study is a quantitative research with total 324 participants which are PT.X employees. Participants are selected through probability sampling with proportionate stratified random sampling technique. Research data were obtained from answers that were sent by participants via online survey and physical questionnaire. The data were analyzed through mediator regression concept using *SPSS* and *macro PROCESS tool for SPSS*. Result found that there is a negative effect from perceived organizational justice towards turnover intention of PT.X employees. Emotional exhaustion also found to have the mediating role within the relationship.

Keywords : *Organizational justice, Turnover intention, Emotional exhaustion*



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**Pengaruh Persepsi *Organizational Justice* Terhadap *Turnover Intention*
Melalui *Emotional Exhaustion* Pada Karyawan PT. X**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh persepsi *organizational justice* terhadap *turnover intention* pada karyawan PT. X. Serta untuk mengetahui peran mediasi *emotional exhaustion* dalam hubungan keduanya. *Turnover intention* menjadi bahasan menarik untuk dipelajari dan *organizational justice* telah banyak dipelajari berhubungan dengan *turnover intention*. Penelitian ini merupakan penelitian kuantitatif dengan total partisipan sebanyak 324 orang yang merupakan karyawan PT.X. Sampel dipilih dengan pendekatan *probability sampling* dan teknik *proportionate stratified random sampling*. Data penelitian didapatkan dari jawaban partisipan yang dikirim melalui kuesioner *online* dan kuesioner fisik. Data dianalisis berdasarkan konsep analisa regresi mediator menggunakan program SPSS dan bantuan *macro PROCESS tool for SPSS*. Hasil penelitian menunjukkan bahwa ada pengaruh negatif dari persepsi *organizational justice* terhadap *turnover intention* pada karyawan PT.X. *Emotional exhaustion* ditemukan berperan sebagai mediator dalam hubungan keduanya.

Kata kunci : *Organizational justice, Turnover Intention, Emotional exhaustion*

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