

ABSTRAK

Tingginya *turnover intention* menjadi tantangan bagi industri mebel, termasuk CV. Alas Punung Gembol Jati. Penelitian ini bertujuan untuk mengetahui pengaruh *transformational leadership* terhadap *turnover intention* secara langsung maupun tidak langsung melalui *employee engagement*.

Penelitian ini menggunakan pendekatan kuantitatif eksplanatori dengan populasi 55 karyawan yang dijadikan sampel melalui teknik sensus. Analisis data dilakukan dengan metode Partial Least Square (PLS) menggunakan SmartPLS 4.0.

Hasil menunjukkan bahwa *transformational leadership* berpengaruh negatif dan signifikan terhadap *turnover intention*. Selain itu, *employee engagement* juga berpengaruh negatif signifikan terhadap *turnover intention* serta memediasi hubungan antara kepemimpinan dan niat keluar. Temuan ini menunjukkan bahwa kepemimpinan transformasional dan keterlibatan kerja dapat menurunkan niat keluar karyawan.

Kata kunci: *Transformational leadership, employee engagement, turnover intention*

**THE INFLUENCE OF TRANSFORMATIONAL
LEADERSHIP ON TURNOVER INTENTION MEDIATED BY
EMPLOYEE ENGAGEMENT AT CV. ALAS PUNUNG
GEMBOL JATI FURNITURE COMPANY BANTUL
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The high level of turnover intention poses a significant challenge for the furniture industry, including CV. Alas Punung Gembol Jati. This study aims to examine the direct and indirect influence of transformational leadership on turnover intention through employee engagement. This research employs a quantitative explanatory approach with a population of 55 employees, all of whom were selected using a census sampling technique. Data analysis was conducted using the Partial Least Squares (PLS) method with the Smart PLS 4.0 software.

The results indicate that transformational leadership has a positive and significant effect on both employee engagement and turnover intention. Furthermore, employee engagement also significantly influences turnover intention and mediates the relationship between leadership and employees' intention to leave. These findings suggest that leadership and work engagement, if not accompanied by the fulfilment of employee expectations, may increase the intention to leave the organization.

Keywords: *Transformational leadership, employee engagement, turnover intentio*