

## ABSTRAK

Nama : WANDA RAMADHANA  
Program Studi : Program Pasca Sarjana Ilmu Manajemen  
Judul Tesis : PENGARUH KOMUNIKASI DAN *WORK LIFE BALANCE*  
TERHADAP *TURNOVER INTENTION* KARYAWAN  
PT POLARIS ALKES STARINDO DENGAN MOTIVASI  
KERJA SEBAGAI VARIABLE INTERVENING

Penelitian ini bertujuan untuk mengetahui Pengaruh Komunikasi dan *Work life balance* Terhadap *Turnover intention* Karyawan PT Polaris Alkes Starindo dengan Motivasi Kerja Sebagai Variable Intervening. Data diperoleh dari kuesioner yang disebarakan kepada 175 karyawan PT. ALKES Starindo. Metode analisis yang digunakan adalah metode kuantitatif dengan model penelitian *Structural Equation Modeling* (SEM). Hasil penelitian menemukan bahwa , (1) Komunikasi berpengaruh positif terhadap motivasi pada PT Polaris Alkes Starindo, (2) *Work life balance* berpengaruh positif terhadap terhadap motivasi PT Polaris Alkes Starindo, (3) Komunikasi berpengaruh negatif terhadap *Turnover intention* karyawan pada PT Polaris Alkes Starindo, (4) *Work life balance* berpengaruh negatif terhadap *Turnover intention* karyawan pada PT Polaris Alkes Starindo, (5) Motivasi berpengaruh negatif terhadap *Turnover intention* karyawan pada PT Polaris Alkes Starindo, (6) Motivasi kerja memediasi pengaruh komunikasi terhadap *Turnover intention* karyawan pada PT Polaris Alkes Starindo, (7) Motivasi kerja memediasi pengaruh *Work life balance* terhadap *Turnover intention* karyawan pada PT Polaris Alkes Starindo.

**Kata Kunci:** Komunikasi, *Work life balance*, *Turnover intention*, Motivasi

## **ABSTRACT**

*Name* : WANDA RAMADHANA  
*Study Program* : Graduate Program in Management Science  
*Title* : **THE INFLUENCE OF COMMUNICATION AND WORK  
LIFE BALANCE ON TURNOVER INTENTION OF PT  
POLARIS ALKES STARINDO EMPLOYEES WITH WORK  
MOTIVATION AS A VARIABLE INTERVENING**

*This Study aims to determine the influence of communication and Work life balance on employee turnover at PT Polaris Alkes Starindo with work motivation as an intervening variable. Data was obtained from a questionnaire distributed to 175 employees of PT. ALKES Starindo. The analytical method used is a quantitative method with the Structural Equation Modeling (SEM) research model. The results reveal that, (1) Communication had a positive effect on motivation at PT Polaris Alkes Starindo, (2) Work life balance had a positive effect on motivation at PT Polaris Alkes Starindo, (3) Communication had a negative effect on employee Turnover Attention at PT Polaris Alkes Starindo, (4) Work life balance has a negative effect on employee Turnover attention at PT Polaris Alkes Starindo, (5) Motivation has a negative effect on employee Turnover attention at PT Polaris Alkes Starindo, (6) Work motivation mediates the influence of communication on employee Turnover attention at PT Polaris Alkes Starindo, (7) Work motivation mediates the influence of Work life balance on employee turnover attention at PT Polaris Alkes Starindo.*

**Keywords: Communication, Work life balance, Turnover intention, Motivation**