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INFLUENCE OF COMMUNICATION AND ORGANIZATIONAL JUSTICE TOWARD TURNOVER WITH EMPLOYEE ENGAGEMENT AS A INTERVENING VARIABLE

ABSTRACT

The aim of this study is to know whether communication and organizational justice influences turnover among labor above four years tenure in Surabaya which is mediated by employee engagement.

This study uses the quantitative approach by using questionnaire to collect the data from respondents. One hundred and two respondents are involved in this study. This study uses Structural Equation Modeling (SEM) method to tabulate the data and test the hypothesis.

The result shows that communication and organizational justice influences employee engagement significantly and employee engagement influences turnover significantly among labor with tenure above four years in Surabaya. Where influence between communication and organizational justice influence turnover insignificantly

Keywords: Employee Engagement, Communication, Organizational Justice, Turnover, Human Resource Management