

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *Human Resources Development* terhadap *Turnover Intention* dengan *Perceived External Employability* dan *Perceived Internal Employability* sebagai variabel mediasi. *Self-Efficacy* dan *Empowerment* sebagai variabel moderasi. Sampel yang digunakan adalah Karyawan Direktorat Pemasaran dan *Supply Chain* dalam PT Semen Indonesia (Persero) Tbk yang telah memenuhi kriteria yang ditentukan. Studi ini menggunakan metode kuantitatif. Data yang dikumpulkan dianalisis menggunakan alat bantu software PLS, sedangkan efek mediasi *Perceived Internal Employability* dan *Perceived External Employability* diuji dengan menggunakan uji Sobel. Hasil penelitian ini menunjukkan bahwa *Human Resources Development* berpengaruh tidak signifikan terhadap *Turnover Intention* selain itu telah terbukti bahwa baik *Perceived Internal Employability* dan *Perceived External Employability* memediasi secara penuh dan signifikan terhadap *Turnover Intention*. Secara keseluruhan, dalam penelitian ini membuktikan bahwa *Perceived External Employability* dan *Perceived Internal Employability* mampu bertindak sebagai mediator antara *Human Resources Development* dan *Turnover Intention*. *Self efficacy* dapat memoderasi pengaruh *Perceived External Employability* terhadap *Turnover Intention*. *Empowerment* terbukti tidak dapat memoderasi Pengaruh *Perceived Internal Employability* terhadap *Turnover Intention*.

Kata kunci: *Human Resources Development , Perceived External Employability, Perceived Internal Employability Self efficacy, Empowerment, Turnover Intention*

ABSTRACT

This study aims to investigate the effect of Human Resources Development on Turnover Intention with Perceived External Employability and Perceived Internal Employability as a mediation variable. Self-Efficacy and Empowerment as moderating variables. The sample used is the Employee Directorate of Marketing and Supply Chain in PT Semen Indonesia (Persero) Tbk which has met the criteria specified. This study uses quantitative methods. The data collected were analyzed using PLS software tool, whereas the mediation effect of Perceived Internal Employability and Perceived External Employability was tested by using Sobel test. The results of this study show that Human Resources Development has no significant effect on Turnover Intention and it has been proven that both Perceived Internal Employability and Perceived External Employability fully and significantly mediate to Turnover Intention. Overall, in this study proves that Perceived External Employability and Perceived Internal Employability are able to act as mediator between Human Resources Development and Turnover Intention. Self efficacy can moderate the influence of Perceived External Employability to Turnover Intention. Empowerment proved unable to moderate the influence of Perceived Internal Employability to Turnover Intention

Keywords: *Human Resources Development , Perceived External Employability, Perceived Internal Employability Self efficacy, Empowerment, Turnover Intention*