

TURNOVER INTENTIONS ON FEMALE WORKERS: THE EFFECT OF WORK-FAMILY CONFLICT AND ORGANIZATIONAL COMMITMENT

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ABSTRACT

This study examines the impact of work-family conflicts, how organizational commitments affect turnover intentions in female workers and the significant difference in their influence on female workers with single status and married status. This research was conducted at a construction service company in DKI Jakarta, with purposive sampling techniques listed in the sispro.co.id directory of both main contractors and subcontractors. The method used in this study is to use a variance-based Structural Equation Modeling (SEM) analysis using SmartPLS software. In general, the positive influence of work-family conflicts on turnover intentions is 24% and organizational commitment negatively impacts turnover intentions at 22.9%. Meanwhile, on respondents with married status, the work-family conflict has a 31.60% positive impact, while in single-status respondents is 39.40%. This shows that the positive influence of work-family conflicts on turnover intentions in female workers, especially those with married status, is highly significant compared to female workers with single workers. However, the influence will be smaller with the greater the organization's commitment to workers. Although organizational commitment had an insignificant impact on turnover intentions, it was considered that it could not be a mediator between work-family conflicts and turnover intentions.

Keywords: Female Worker, Work-Family Conflict, Turnover Intention.