

# COMPARISON OF INDONESIAN AND VIETNAM WORKERS ON LIFE SATISFACTION AND TURNOVER INTENTION

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## ABSTRACT

This research was carried out due to the increasing export of Indonesian garment factories in the past few years. Interestingly, the Indonesian Textile Association reported that there is high employee turnover in this industry. This study aims to see what are the important variable that can reduce the level of turnover intention. Since Vietnam's performance in the garment sector has been surpassing Indonesia during the last couple of years, it is interesting to see the difference between these two countries. This study based on quantitative research that was undertaken by University of Indonesia, Tufts University and Realtime Analytics Vietnam. In total there is 2897 Indonesia data and 2840 data of garment workers who participate in this study. The data processed using LISREL 8.51 software with Structural Equation Modelling. The results indicated that turnover intention can be reduced by reducing work-family conflict, increasing life satisfaction and improved empowerment carried out by management. Company should pay serious attention on the growth mindset which apparently can make empowerment become more effective.

*Keywords: Empowerment; Growth Mindset; Life Satisfaction; Turnover Intention; Work-Family Conflict*

