

DOES GROWTH MINDSET AND EMPOWERMENT HAVE AN IMPACT ON LIFE SATISFACTION AND TURNOVER INTENTION? EMPIRICAL STUDY OF WORKERS IN INDONESIA

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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 turnover employee in this industry. This study aims to see what are the important variable that can reduce the level of turnover intention. This study based on quantitative research. We use secondary data conducted by University of Indonesia, Tufts University and Realtime Analytics Vietnam and supported by International Development Research Center Canada. In total there is 2897 garment workers who participate in this study. The data processed using LISREL 8.51 software with Structural Equation Modelling. The results of the study shows that turnover intention can be reduced by increasing life satisfaction, reducing work-family conflict, and increasing empowerment carried out by management. Company should pay attention on the growth mindset which apparently can make empowerment become more effective.

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

