

The Influence of Work-Family Conflict, Perceived Organizational Support, and Emotional Exhaustion on Turnover Intentions

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ABSTRACT

This study seeks to test a research model that investigates emotional exhaustion as a mediator of the effects of work-family conflict and perceived organizational support on turnover intention of garment industry workers in Indonesia. The data was analyzed using Structural Equation Modeling (SEM) based on secondary data collected from 2,071 garment industry workers in DKI Jakarta, Banten, West Java, Central Java, and Yogyakarta provinces. The results of SEM analysis show that the perceived organizational support mediated the relationship between work-family conflict, emotional exhaustion, and turnover intentions.

