

Working Condition and Retention in Garment Industry: Evidence from Indonesia

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ABSTRACT

The current study aims to investigate the relationship between physical condition, abusive supervision, unfair job context, emotional exhaustion, turnover intention, and job search of garment workers in Indonesia. Findings from 3134 samples of garment workers from various factories showed that physical condition and abusive supervision indeed affects workers' emotional exhaustion, but the cause from unfair job context was not found; and emotional exhaustion affects work-family conflict, thus the conflict affects turnover intention, and conclusively turnover intention affects job search. These results can be taken into consideration for the garment industry in retaining labor.

Keywords: *physical condition; abusive supervision; unfair job context; emotional exhaustion; turnover intention; job search*

