

**Effect of Job Embeddedness to Performance using Work Engagement and
*Intention to Stay as a Mediator***

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Abstract

Performance are important things to all companies. A lot of variables known as a predictor of performance, but these past decades researcher trying to develop new concept such as job embeddedness. Job embeddedness is assumed to be a predictor of performance, using work engagement and intention to stay as mediated variables, but no research validated this assumption. The hypotheses were tested on a sample of 305 employee from PT X as one of the largest automotive manufacturer in Indonesia. These hypothesis were tested using multiple regression. Findings from this research support the hypotheses concerning work engagement and intention to stay as partial mediator of the relationship between job embeddedness and performance.

Keyword : performance, job embeddedness, work engagement, intention to stay