

## ABSTRACT

### *The Mediating Role of Organizational Commitment between Quality of Work Life and Intention to Stay in PT G*

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*Organizational changes can effect inconvenience to employees. Organization should pay attention to intention to stay because it is very important in supporting the development and success of the organization. This study aims to examine the role of organizational commitment as a mediator between quality of work life with intention to stay. The research was conducted at PT G, which operates in the retail and publishing industry. PT G merger for 3 years. This study was conducted on 127 employees who studied with quantitative methods, with the number of male respondents 61 people and women 66 people. The result of the research showed that quality of work life had an effect on organizational commitment ( $p < 0.05$ ), organizational commitment had an effect on intention to stay ( $p < 0.05$ ), quality of work life had an effect on intention to stay ( $p < 0.05$ ). When organizational commitment acts as a mediator between quality of work life and intention to stay, the effect of quality of work life on intention to stay becomes insignificant ( $p > 0.05$ ). This proves that organizational commitment acts as a full mediator between quality of work life with intention to stay.*

*Keywords: intention to stay, quality of work life, organizational commitment*