

ABSTRAK

Manajemen sumber daya manusia saat ini telah difokuskan kepada *Strategic Human Resources Management*, yaitu praktik-praktik strategis dari Manajemen Sumber Daya Manusia di samping pula tetap memperhatikan variabel-variabel lain demi membentuk kinerja karyawan dalam suatu perusahaan. Oleh karena itu, maka penelitian ini bertujuan untuk meneliti pengaruh *Strategic Human resource management*, *Burn Out* dan *Work Ability* terhadap Kinerja Karyawan dengan *Intention to Leave* sebagai Variabel Intervening pada PT. Susanti Megah Surabaya. Penelitian ini adalah penelitian kuantitatif dengan pendekatan eksplanatif yang menggunakan kuesioner sebagai sumber data utama. Kuesioner disebarikan kepada sebanyak 150 orang karyawan PT. Susanti Megah Surabaya. Perhitungan dan analisis data yang digunakan untuk pembuktian hipotesis pada penelitian ini menggunakan program Smart-PLS 3.2. Hasil penelitian memperlihatkan bahwa *Strategic Human Resources Management* berpengaruh negatif tetapi pengaruhnya tidak signifikan terhadap *Intention to Leave* tetapi *Strategic Human Resources Management* berpengaruh positif dan signifikan terhadap Kinerja Karyawan. *Burnout* berpengaruh positif dan signifikan terhadap *Intention to Leave* tetapi *Burnout* berpengaruh negatif dan signifikan terhadap Kinerja Karyawan. *Work Ability* berpengaruh negatif dan signifikan terhadap *Intention to Leave* tetapi *Work Ability* berpengaruh positif dan signifikan terhadap Kinerja Karyawan. *Intention to Leave* berpengaruh negatif dan signifikan terhadap Kinerja Karyawan.

Kata kunci : *Strategic Human Resources Management (SHRM), Burnout, Work Ability, Intention to Leave, Work Performance*

ABSTRACT

Human resource management is currently focused on Strategic Human Resources Management, which includes strategic practices of Human resource management while also considering other variables to build employee's performance in a company. Therefore, this study aims to examine the influence of Strategic Human resource management, Burnout, and Work Ability on Employee Performance with Intention to Leave as an intervening variable at PT. Susanti Megah Surabaya. This study is a quantitative research with an explanatory approach, using a questionnaire as the primary data source. The questionnaire was distributed to 150 employees of PT. Susanti Megah Surabaya. The calculation and data analysis used for hypothesis testing in this study employed Smart-PLS 3.2 software. The results of the study show that Strategic Human Resources Management has a negative but non-significant effect on Intention to Leave, but it has a positive and significant effect on Employee Performance. Burnout has a positive and significant effect on Intention to Leave, but it has a negative and significant effect on Employee Performance. Work Ability has a negative and significant effect on Intention to Leave, but it has a positive and significant effect on Employee Performance. Intention to Leave has a negative and significant effect on Employee Performance.

Keywords: Strategic Human Resources Management (SHRM), Burnout, Work Ability, Intention to Leave, Work Performance