

ABSTRACT

This study held due to the issue related to career plateau, employee engagement, and turnover intention. PT XYZ is a national construction company facing a financial crisis that led to project failures due to the impact of PSAK-72 implementation and the COVID-19 situation, which caused uncertainty in future projects. These factors pushed many employees to leave the company. This condition is exacerbated by the high career plateau and employee engagement which increases the turnover intention.

This research involves three variables, which are career plateau and employee engagement as independent variables, and turnover intention as the dependent variable. The purpose of this study is to understand how high career plateau and employee engagement simultaneously contribute to turnover intention which affect human resource stability and project effectiveness in the future.

The subject of this study are employees at PT XYZ (National Construction Company). The method used in this study is analysis, with questionnaire data collection techniques. This study also used a quantitative approach with non-probability sampling, specifically convenience sampling. The population in this study is all employees working at PT XYZ (National Construction Company) which totals 676 employees. Of this population, as many as 251 employees were sampled to be analyzed in this study. The data analysis techniques used are descriptive analysis, classical assumption tests, multiple linear regression analysis, and hypothesis test.

The results of this study show that career plateau has a significant influence on turnover intention, employee engagement has a significant influence on turnover intention, and career plateau and employee engagement simultaneously have a significant influence on turnover intention in PT XYZ employees.

The results of this study are expected to be used by the management of PT XYZ to reduce the turnover rate by paying attention to the career plateau and employee engagement felt by employees, so that the company can achieve better and sustainable performance.

Keywords: *Career Plateau, Employee Engagement, Turnover Intention*