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DIGITALS ECONOMIC CHALLENGES



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PREFACE

Praise and gratitude for the presence of Allah SWT the Almighty God for all the grace and guidance that has been given to all of us, so that the Proceedings book "ICOEMA 2021" can be realized and completed. The Proceedings book was prepared for the holding of the 2021 International Conference On Economic Management and Accounting (ICOEMA) with the theme Digital Economics Challenges which several of articles on the results of research by lecturers, researchers and doctoral students of economics, therefore, on this occasion, allow us to say Thanks to :

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Hopefully this Proceeding can be useful for all of us, for the progress of the Indonesian people in particular and the international world in general. Sorry if there are things that are not pleasing. We are waiting for suggestions and criticisms for the perfection of this Proceedings book.

Surabaya, 23 September 2021

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**THE EFFECT *PERCEIVED ORGANIZATIONAL SUPPORT ON
TURNOVER INTENTION THROUGH EMPLOYEE
ENGAGEMENT* MARBOT**

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Abstract

Marbot is a noble profession, but less so appreciated well, so that the welfare of the Marbot is less so concerned, Marbot at this time is only made as to the second choice profession in the priority scale. The research aims to clarify Perceived Organizational Support, profile Turnover Intention, profile Employee Engagement Marbot Mesjid and clarify relationships Perceived Organizational Support and their influence on Employee Engagement and Turnover Intention Marbot Mesjid. The method of research used is Explanatory Survey Method, Object Research this is the whole Marbot Mesjid in district Banjarmasin Timur, and drawn samples as 63 respondents. Analysis using the Partial Least Square (PLS) model. Results The study showed Perceived Organizational Support was significantly influential toward Employee Engagement and Turnover Intention; Perceived Organizational Support greatly influenced Turnover Intention through Employee Engagement.

Keywords: *Perceived Organizational Support, Employee Engagement, Turnover Intention*

INTRODUCTION

The external prosperity of the mosque is to maintain the physical and building of the mosque so that it is protected from dirt and other disturbances. The establishment of the mosque Takmir is an attempt by Muslims to maintain the prosperity of the mosque. Takmir, according to (KBBI, 2020b), is the administrator of the mosque. According to (E. Ayub, 2005), Mosque administrators should maintain the mosque whose task is to keep the cleanliness of the mosque and take care of the items contained in the mosque environment. Mosque administrators should also regulate all activities that will be carried out at the mosque, both in the context of common worship and other activities. According to (E. Ayub, 2005), In the management of mosques, the organizational structure generally consists of Chairperson, secretary, treasurer, education section, da'wah section, development section and maintenance section, equipment section, equipment section, social section, and social section and general assistant, in this management, Marbot is an employee of the mosque or known as Marbot with the task of helping Takmir in

prospering the mosque. Marbot according to (KBBI, 2020a) has a meaning as a person who maintains and takes care of the mosque. According to (E. Ayub, 2005), Marbot must maintain the cleanliness, security, and property belonging to the mosque and live in the mosque. Marbot is also responsible for calling the call to prayer on time and replacing the permanent imam if he cannot attend. Marbot also has to prepare all the needs for activities carried out at the mosque, whether routine activities, such as recitations, or special activities, such as arrangements for the dead or other special events.

So noble is the job as a Marbot. Still, this profession is not so appreciated. For example, the salary or wages given are sometimes below the minimum wage. Salary or wages for Marbot are obtained from donations to charity boxes in the mosque. Still, no less the contribution from the congregation of the mosque is not sufficient for the operation of the mosque, with this noble task this profession should be appreciated appropriately, so that the welfare of these Marbots can be fulfilled, with this, the Marbots will not think about changing their job to another profession, and the Takmir Mosque will not be disturbed by its performance in managing the mosque, because sometimes it is not easy to find a suitable and trustworthy Marbot in managing the mosque.

Turnover Intention is a popular choice by a Marbot to solve problems in his workplace, namely the mosque. According to (Rivai Zaenal, 2014), Turnover Intention is the desire of employees to leave the organization voluntarily of their own accord. According to (Mobley et al., 1978), the Turnover intention is the tendency or Intention of employees to stop working from their jobs voluntarily or move from one workplace to another according to their own choice. The high turnover intention of employees makes the organization less effective due to the loss of experienced employees. Marbot, who performs Turnover Intention, will ultimately result in the mosque's management being less effective in its direction. Marbot, who has experienced, leaves the mosque, which already has an annual program of activities that must be carried out on a schedule.

Employee engagement is a strategy designed for situations where every Marbot has a solid commitment to a job. According to (Akbar, 2013), employee engagement is an engagement relationship that occurs physically, cognitively, and emotionally between a person and their role in a job. Employee Engagement is a condition or condition where employees are enthusiastic, passionate, energetic, and committed to their work. (Bakker & Leither, 2015) defines engagement as psychological involvement, which further involves two essential components, namely attention and Absorption. Concentration refers to the cognitive availability and total time an employee spends thinking about and carrying out their role. Absorption is interpreting the role and refers to the intensity of an employee's focus on the role in the organization, with employee engagement. Mosque productivity and community satisfaction with mosque management, and efficiency can also reduce the Turnover Intention of marbots in every mosque.

Perceived Organizational Support is an antecedent in achieving the level of engaged Marbot in his work, and this is believed to be an essential point for engagement. According to (Bakker & Leither, 2015) Perceived Organizational Support is the level where employees feel that the company pays attention to the

welfare of employees and assesses the contribution they have made to the company. According to (Rhoades & Eisenberger, 2002), perceived organizational support is organizational support that convinces a person that he works has appreciated his contribution and cares about his welfare. Perceived Organizational Support refers to Marbot's perception of the extent to which the organization values contribution, provides support, and cares about welfare. This trust will affect the perception of the quality of the mutual exchange relationship between the marbot and the mosque where they work. according to (Robbins & Judge, 2008) the basic logic is that if workers do not involve workers in making decisions, workers will have a negative Perceived Organizational Support so that they will form low engagement. Hence, workers are unmotivated, difficult to commit and unproductive, and less satisfied with their jobs.

From the background of the problem, the researchers formulated the issues in this study as follows:

1. Is Perceived Organizational Support a Significant effect on Employee Engagement Marbot?
2. Is Perceived Organizational Support a Significant effect on Turnover Intention Marbot?
3. Is Perceived Organizational Support Significant effects on Turnover Intention through Employee Engagement Marbot?

This research is practically helpful as additional information in making policies to mosque administrators and the community about the role of mosque administrators in prospering mosques.

The conceptual framework described the relationship between latent and moderating variables both as exogenous and endogenous. Furthermore, the conceptual framework of this research can be illustrated in the following figure.

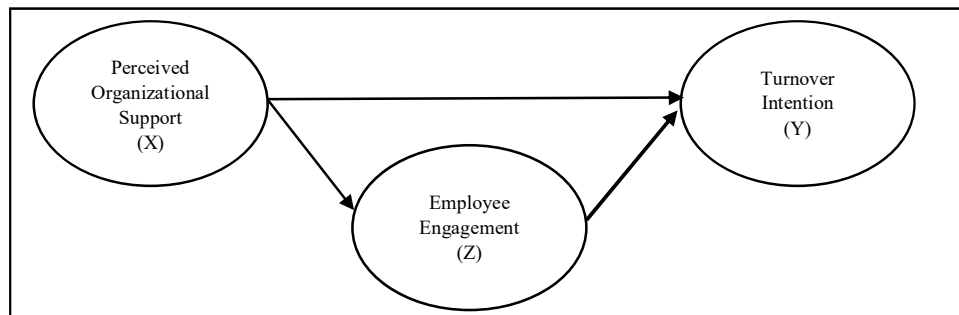


Figure 1. Conceptual Framework

Based on the problem background, problem formulation, literature review, thought process framework, and conceptual research framework, the research hypothesis can be formulated as follows:

- H₁ Perceived Organizational Support has a significant effect on Employee Engagement at Marbot
- H₂ Perceived Organizational Support has a significant effect on Turnover Intention on Marbot

H₃ Perceived Organizational Support has a significant effect on Turnover Intention through Employee Engagement at Marbot

METHOD

This research is included in the category of causal research. The method used is the *Explanatory survey method*. The population of this study is the entire Marbot in the District of North Banjarmasin, Banjarmasin City, namely as many as 94 Marbot people spread over 46 mosques in North Banjarmasin District, the sample size of respondents in this study using the formula (Harun, 1994) as follows:

$$n = \frac{n_0}{1 + \frac{n_0 - 1}{N}} \quad n_0 = \frac{(Z \alpha / 2)^2}{2 BE}$$

Description :

n = sample size

N = population size

α = possible risks (5%)

BE = Bound of Error

then the size of the sample of respondents in this study is :

$$n_0 = \frac{(Z \frac{\alpha}{2})^2}{2 BE} = \frac{(Z \frac{5\%}{2})^2}{2 (0,01)} = \frac{(1,96)^2}{0,02} = 192,08$$

$$n = \frac{n_0}{1 + \frac{n_0 - 1}{N}} = \frac{192,08}{1 + \frac{192,08 - 1}{94}} = \frac{192,08}{3,04} = 63,18 \rightarrow 63$$

It can be seen that the minimum sample size is 63 respondents spread over 46 mosques in North Banjarmasin District, Banjarmasin City. The type of data used in this study is quantitative data. The data shows the responses/values of the respondents who measure the influence of the respondents Perceived Organizational Support to Turnover Intention through Employee Engagement.

Based on the size scale, the types of data used are ordinal, interval, and ratio data, which contain elements of naming and sequence and have meaningful and comparable intervals. The data sources of this research are primary data and secondary data. Primary data is data obtained directly from respondents through the distribution of questionnaires, and secondary information is data obtained from other parties who have collected it first and published it.

Analysis using models Partial Least Square with t-test. PLS is a powerful analytical method because it is not based on many assumptions. PLS as a data analysis technique with SmartPLS software version 3.29. The indicator model used is formative. The Formative Model assumes that a construct influences indicators but assume that all indicators affect a single construct. It is assumed that the indicator affects the latent construct. There is a possibility that the indicators are correlated with each other, but the formative model does not assume the need for correlation between indicators or consistently that the formative model assumes no

correlation between indicators; therefore, the internal consistency measure of reliability (Cronbach alpha) is not needed to test formative construct reliability. The causality of the relationship between indicators does not have a low validity value just because it has soft internal consistency (*Cronbach alpha*). To assess construct validity, it is necessary to look at other variables that affect the latent construct. So to test the validity of the latent construct, we have to emphasize nomological and or *criterion-related validity* (Solimun et al., 2017).

RESULTS AND DISCUSSION

Partial Least Square Output Model

PLS output in the form of a path diagram model as shown in the following figure:

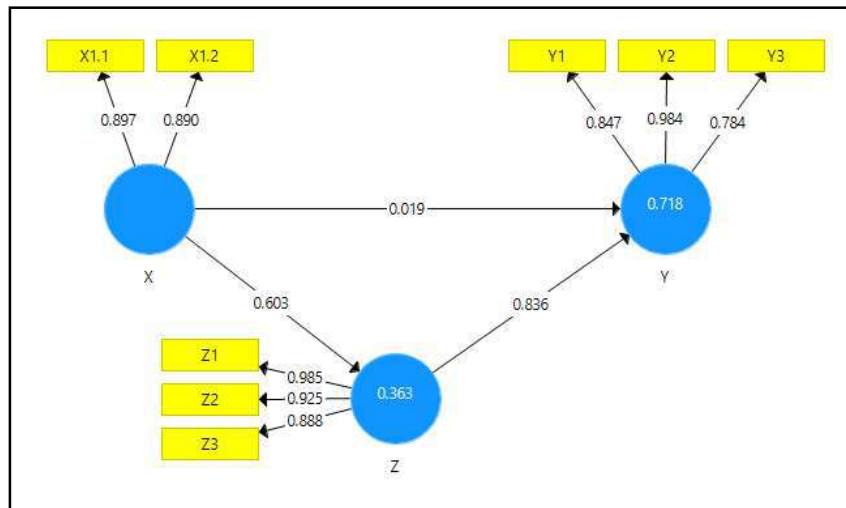


Figure 2. PLS Output Model Relationship between Variables X, Z, Y

From testing, the outer model is Convergent Validity with reflective (latent) indicators. (Solimun et al., 2017) states that the indicator is considered valid if it has a Loading value above 0.5 and a *T-statistic* above 1.96. The statistics are close to normal, namely at $\alpha = 0.05$, whose critical value is 1.96.

Indicator Validity Test (*Outer Measurement Model*)

From Figure 2. The PLS output above can be described in the following text:

1. Perceived Organizational Support (X) Ratio Construct

Based on Figure 2, it can be tested the validity of each loading value and tested the significance of each indicator forming the construct or variable Perceived Organizational Support as shown in the following table:

	Original Sample Estimate	Mean of Sub Sample	Standard Deviation	T-Statistic
--	--------------------------	--------------------	--------------------	-------------

X _{1.1}	0.897	0.899	0.030	29.810
X _{1.2}	0.890	0.889	0.032	27.845

Source, data processed 2021

It is known that the Outer loading above, Original sample estimate of the two indicator variables Perceived Organizational Support, all indicators are above the number 0.5, in other words, all indicators can be declared valid, namely; indicators of Appreciation for Employee Contributions in supporting efforts to achieve organizational goals (X_{1.1}), Concern for Employee Welfare (X_{1.2})

2. Employee Engagement (Z) Ratio Construct

Based on Figure 2, it can be tested the validity of each loading value and tested the significance of each constructor indicator or Employee Engagement variable as shown in the following table:

Table 2. Outer Loadings Model Variable Employee Engagement (Z) Results

	Original Sample Estimate	Mean of Sub Sample	Standard Deviation	T-Statistic
Z ₁	0.985	0.985	0.005	184.941
Z ₂	0.925	0.924	0.016	58.321
Z ₃	0.888	0.888	0.024	36.628

Source, data processed 2021

It is known that the Outer loading above, Original sample estimate of the two Employee Engagement indicator variables, all indicators are above 0.5, that is, in other words, all indicators can be declared valid, namely; indicator *Vigor* (Z₁), *Dedication* (Z₂), *Absorption* (Z₃).

3. Turnover Intention (Y) Ratio Construct

Berdasarkan gambar 2, maka dapat diuji validitas masing-masing nilai *loading* dan diuji signifikansi pada setiap indikator pembentuk konstruk atau variable *Turnover Intention* terlihat pada tabel berikut:

Table 3. Results of Outer Loadings Model Variable Turnover Intention (Y)

	Original Sample Estimate	Mean of Sub Sample	Standard Deviation	T-Statistic
Y ₁	0.847	0.851	0.028	30.168
Y ₂	0.984	0.983	0.007	148.506
Y ₃	0.784	0.770	0.086	9.141

Source, data processed 2021

It is known that the Outer loading above, the Original sample estimate of the two indicators of the Turnover Intention variable, all indicators are above the number 0.5, that is, in other words, all indicators can be declared valid, namely;

indicator Thoughts to stop (Y_1), Desire to leave (Y_2), Desire to find another job (Y_3).

Model Indicator Reliability Test

After testing the validity of the construct, the next stage is a reliability test that aims to determine the reliability of each indicator. The reliability test is obtained from the results of the Composite Reliability value.

Table 4. Composite Reliability

	<i>Composite Reliability</i>
X	0.888
Z	0.953
Y	0.907

Source, data processed 2021

Based on Table 4. calculation of the real value of the three variables, Composite Reliability results in value > 0.70 , and This means that all of these variables are reliable or can be trusted for their reliability.

R Square testing via (*Inner Structural Model*)

The test of the inner model can be seen from the R-Square value, which in the equation of the latent variable according to (Solimun et al., 2017) denoted $Q^2 = 1 - (1 - R_1^2) (1 - R_2^2) \dots (1 - R_n^2)$. *R-Square* from the results of the analysis in this study, the data is known as follows :

Table 5. *R-Square* (R^2)

	<i>Composite Reliability</i>
X	
Z	0.363
Y	0.718

Source, data processed 2021

From table 5. it is known that the value of Q^2 , whereby using stated (Solimun et al., 2017) it is :

$$Q^2 = 1 - (1 - R_1^2) (1 - R_2^2) \dots (1 - R_n^2)$$

$$Q^2 = 1 - (1 - 0.363) (1 - 0.718)$$

$$Q^2 = 1 - (0.637) (0.282)$$

$$Q^2 = 1 - (0.179634)$$

$$Q^2 = 0.820366$$

From the results of the analysis calculation, $Q^2 = 0.820366$, it can be interpreted that the model is perfect, that is, the variables included in the model can explain phenomena *Turnover Intention* as big as 82,0366% while the remaining 17.9634%, defined by other variables that have not been entered into the model and error.

Hypothesis testing

As seen from Figure 2. above, it can be seen the results of hypothesis testing as contained in the following table :

Table 6. Result for inner Weight

	<i>Original Sample Estimate</i>	<i>Mean of Subsamples</i>	<i>Standard Devises</i>	<i>T-Statistik</i>
$X_1 \rightarrow Z$	0,385	0,378	0,084	14,659
$X_1 \rightarrow Y$	0,326	0,318	0,087	3,736
$X_2 \rightarrow Z$	0,497	0,512	0,087	9,715
$X_2 \rightarrow Y$	0,454	0,467	0,053	8,515
$X_1, X_2 \rightarrow Z \rightarrow Y$				
$X_1 \rightarrow Z \rightarrow Y$	0,304	0,301	0,063	4,799
$X_2 \rightarrow Z \rightarrow Y$	0,394	0,411	0,056	6,969

Source, data processed 2021

Based on table 6. above, the results of hypothesis testing can be explained as follows :

H₁ Perceived Organizational Support has a significant effect on Employee Engagement at Marbot

The path coefficient with a positive sign is 0.385 with a value of T_{Count} of 14,659 is greater than T_{table} or $T_{(0,05); DF=n-k-1=63-2-1=60} = 1,67$ it means that Perceived Organizational Support has a significant effect on Employee Engagement. So the first hypothesis (H₁) is accepted.

H₂ Perceived Organizational Support has a significant effect on Turnover Intention on Marbot

The path coefficient with a positive sign is 0.326. A value of T_{count} of 3,736 is greater than T_{table} or $T_{(0,05); DF=n-k-1=63-2-1=60} = 1,67$ it means Perceived Organizational Support has a significant effect on Turnover Intention. So the second hypothesis (H₂) is accepted.

H₃ Perceived Organizational Support has a significant effect on Turnover Intention through Employee Engagement at Marbot

Against the variable Perceived Organizational Support, the path coefficient is positive at 0.304. A value of T_{count} of 4.799 is greater than T_{table} or $T_{(0,05); DF=n-k-1=63-2-1=60} = 1,67$, it means that Perceived Organizational Support has an effect on Turnover Intention through Employee Engagement. So the third hypothesis (H₃) is accepted.

DISCUSSION

The Effect of Perceived Organizational Support on Turnover Intention

Perceived Organizational Support has a significant influence in a positive direction on Turnover Intention. This means appreciation for Marbot's contribution

in supporting efforts to achieve the goals of Tamir Mesjid, concern for the welfare of Marbot can form Perceived Organizational Support well. It can affect the Turnover Intention of the Marbot Mosque in the North Banjarmasin District.

The results of this study support the theory (Rhoades & Eisenberger, 2002) who argues that Perceived Organizational Support is organizational support that convinces a person that the organization where he works has appreciated his contribution and cares about his welfare. With the Perceived Organizational Support carried out by the Organization where the employee works as well as External Organizations outside such as Forums, Communities, and so on, it is hoped that employees will continuously benefit so that they can influence and reduce the employee's turnover intention, with the awards given by the organization and the emergence of a sense of concern for employees will ultimately bind employees to their work.

mosques Takmir in the district of North Banjarmasin must re-evaluate starting from awarding the contribution of Marbot in supporting efforts to achieve the goals of Takmir Mesjid so that the support of Takmir Mesjid can truly appreciate Marbot's assistance and care about his welfare which will later affect the Turnover Intention of Marbot itself, Takmir Mesjid must evaluate several things as follows:

1. Appreciation for Marbot's contribution in supporting efforts to achieve Tamir Mesjid is the main thing that makes the most considerable contribution to Perceived Organizational Support (POS) according to respondents' responses. The main factor that forms the indicator of appreciation for Marbot's assistance in supporting efforts to achieve Tamir Mesjid's goals is Marbot's perception of Takmir Mesjid's concern for the performance that has done the best possible job, the number of mosques Takmir who rarely pay attention to the execution carried out by Marbot can cause a debilitating feeling in the hearts of Marbots so that what they do is not encouraged in doing a job. Their work is ultimately felt less critical in the assessment, and this will lead to a sense of monotony at work or lack of challenge so that it can make the Marbots get bored quickly with their work, this causes Turnover Intention, desire to switch professions from a Marbot or change professions. Therefore, Takmir Mesjid needs to pay attention, especially regarding the performance measurement that Marbot Mesjid has carried out.
2. Concern for Marbot's welfare according to respondents' responses, the main factor that forms Perceived Organizational Support (POS) at Marbot Mesjid is Marbot's perception of Takmir Mesjid's concern for Marbo's welfare. Takmir Mesjid should pay attention to the interest of its Marbots because Marbots are not only seen as workers but as an asset owned by the Mosque in terms of resources. Therefore, it is the obligation of the Takmir of the mosque in terms of welfare that must continue to be carried out so that when this is done, it will be difficult for a Marbot to let go of the profession, meaning that this will affect the Turnover Intention of every mosque in the District of North Banjarmasin.

The Effect of Perceived Organizational Support on Employee Engagement

Perceived Organizational Support has a significant influence in a positive direction on Employee Engagement. This means appreciation for Marbot's contribution in supporting efforts to achieve the goals of Takmir Mesjid, concern for Marbot's welfare can form Perceived Organizational Support well. It can affect Employee Engagement at Marbot Mosque in North Banjarmasin District.

The results of this study support the theory (Rhoades & Eisenberger, 2002) who argues that Perceived Organizational Support is organizational support that convinces a person that the organization where he works has appreciated his contribution and cares about his welfare. With the Perceived Organizational Support carried out by the Organization where the employee works and External Organizations outside such as Forums, Communities. So on, it is hoped that employees will continuously benefit so that it can affect Employee Engagement. Perceived organizational Support can reduce the level of stressor exposure to Marbot Masjid in the work environment and form Employee Engagement. Perceived organizational Support makes Marbot Mesjid feel fairness, support from Takmir Mesjid, and respect for work conditions because Takmir Mesjid provides a positive relationship with Employee Engagement related to Vigor, dedication, and Absorption. Perceived organizational support includes creating an obligation on Marbot Mesjid to care for the welfare of the mosque fan to help Takmir Mesjid achieve its goals.

Takmir Mesjid in the district of North Banjarmasin must re-evaluate starting from awarding the contribution of Marbot in supporting efforts to achieve the goals of Takmir Mesjid so that the support of Takmir Masjid can appreciate Marbot's gift and care about his welfare which will later affect the Employee Engagement of Marbot Mesjid itself, The Takmir of the Mosque must evaluate several things as follows :

1. According to respondents' responses, appreciation for Marbot's contribution in supporting efforts to achieve Takmir Mesjid is the main thing that makes the most considerable contribution to Perceived Organizational Support (POS). The main factor that forms the indicator of appreciation for Marbot's assistance in supporting efforts to achieve Takmir Mesjid's goals is Marbot's perception of Takmir Mesjid's concern for the performance that has done the best possible job, the number of Mosque Takmir who rarely pay attention to the performance carried out by Marbot can cause a debilitating feeling in the hearts of Marbots so that what they do is not encouraged in doing a job and their work, in the end, is felt less critical in the assessment, this will cause a sense of monotony in work or not having a challenge so that it can make Marbots get bored quickly with their work, this will affect Employee Engagement, the low performance given by Marbot Mesjid becomes a problem. Come back in the end. Therefore, Takmir Mesjid needs to pay attention, especially in terms of performance measurement carried out by Marbot Mesjid. The feeling of appreciation given by Takmir Mesjid becomes an encouragement new energy for Marbot Mesjid.
2. Concern for Marbot's welfare according to respondents' responses, the main factor that forms Perceived Organizational Support (POS) at Marbot Mesjid is Marbot's perception of Takmir Mesjid's concern for Marbot's welfare, Takmir Mesjid should pay attention to the interest of its Marbots, because Marbots are

not only seen as workers, but as an asset owned by the Mosque in terms of resources, Therefore, it is the obligation of the Takmir of the mosque in terms of welfare that must continue to be carried out so that when this is done it will be difficult for a Marbot to leave the profession, meaning this will affect the Marbot's Employee Engagement at every mosque in North Banjarmasin District.

Effect of Perceived Organizational Support on Turnover Intention through Employee Engagement.

In the end, Employee Engagement became one of the effective strategies in influencing Turnover Intention at Marbot Mesjid in North Banjarmasin District. Marbot's Intention to stay or want to quit his job or place of work can be reduced if Marbot Masjid engages the profession. Creating a supportive organizational culture where employees can focus on their work is an attractive strategy in terms of Employee Engagement.

The results of this study support the theory (Bakker & Leither, 2015) who stated that Employee Engagement has 3 (three) dimensions, namely; *Vigor*, *dedication*, *Absorption*, where all of it is an employee's physical, emotional attachment and complete attention to his work, The energy and focus inherent in work engagement enables employees to bring their full potential to work, it is an energetic focus that improves the quality of work which is at the core of employee responsibilities. Takmir Mesjid must be able to create Employee Engagement at Marbot Mesjid to affect the Turnover Intention. Person Organizational Support must influence employee engagement itself to have a more significant influence in the formation of Employee Engagement.

In establishing a good Employee Engagement, Takmir Mesjid in the District of North Banjarmasin must re-evaluate starting from *Vigor*, *Dedication*, *Absorption*, which will later create Employee Engagement Marbot Mesjid itself. Therefore, the Takmir of the Mosque must evaluate several things as follows:

1. *Dedication*, that is, employees' emotional attachment to their work, is the main thing that gives the most significant contribution to Employee Engagement according to respondents' responses. The main factor that forms an indicator of an employee's emotional attachment to his work is that Marbot feels very proud of his career. This sense of pride will arise when the organization that houses them permanently provides more support and motivation for their work and this profession, and the second is the balance between the work they get in terms of the use of time and the welfare of both themselves and their families is well fulfilled.
2. *Vigor*, namely the involvement of employees shown through their physical and mental strength when doing work. The factor that shapes the engagement of employees, which is demonstrated through their physical and mental strength when doing work, is that Marbot, under any circumstances, is always enthusiastic and willing to do the task. This feeling will emerge more vital when the organization that houses them permanently provides more support and motivation for their work and this profession, and the second is the balance

between the work they get in terms of the use of time and the welfare of both themselves and their families is well fulfilled.

3. *Absorption*, namely employee engagement, is described by the behavior of employees who give full attention to their work. The factor that forms employee engagement characterized by employees who provide full attention to their work is that Marbot feels happy with his work, so he feels the time passes quickly. It will be created when the organization that houses them permanently provides more support and motivation for their work and this profession. The second is the balance between the work they get in terms of the use of time and the welfare of both themselves and their families is well fulfilled.

CONCLUSION

Researchers have drawn up conclusions based on the results of hypothesis testing and discussions that have been carried out as follows:

1. Perceived Organizational Support has a significant influence on Marbot's Employee Engagement.
2. Perceived Organizational Support has a significant influence on Marbot's Turnover Intention.
3. Perceived Organizational Support has a significant influence on Turnover Intention through Marbot's Employee Engagement.

SUGGESTION

Based on the discussion and conclusions that have been made, the following suggestions are put forward:

1. The profession as Marbot of the Mosque is a noble profession, where the responsibility is to prepare all the needs in worship such as calling the call to prayer on time for five times, preparing recitation events, as well as special activities such as managing the dead and so on, Takmir Mesjid should raise the welfare of the Marbot of the Mosque more, so that the Marbot Profession is no longer the profession of the last choice because it does not have a job or as a stepping stone to have a better job, but because this profession was chosen as a noble profession and promised prosperity to himself and his family.
2. With the many findings in this study, the Takmir of the mosque still has not provided the suitability of the decree received by Marbot in its organizational structure. It is expected to add a rule if Marbot is concurrently in the field of Ijarah and Ri'ayah, so that each area has responsibility for its job desk. With this, it is hoped that Marbot will focus more on his work and clarify what he does professionally.
3. Marbot Mosque must absorb the latest information related to the regulations that apply to this profession, other welfare from the government, for example, the provision of aid funds so that Marbot Mesjid can update the information to increase its interest. This can be done in making the Marbot community so that the information obtained becomes integrated.

4. Marbot Masjid also has to upgrade other skills or expertise to add value to Marbot Masjid itself because this will, of course, be related to the professionalism of this profession in the future.
5. The Banjarmasin City Government must oversee the Marbot Mosque profession thoughtfully and adequately, through good coordination and valid data owned by the government, so that when you want to provide something such as training, or welfare fund assistance and so on, it will be evenly and precisely to all Marbots / people who need it, because there are Marbots / people who already have sufficient income like in prominent mosques, there are also Marbot / people who have an income below the UMK Banjarmasin.

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