

**PENGARUH KEPUASAN GAJI, KEPUASAN KERJA DAN KOMITMEN ORGANISASI TERHADAP *TURNOVER INTENTION* DI PT. FEDERAL INTERNASIONAL FINANCE JOMBANG**

**ABSTRAK**

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Penelitian ini bertujuan untuk mengetahui pengaruh kepuasan gaji, kepuasan kerja, dan komitmen organisasi berpengaruh terhadap *Turover Intention* di PT. Federal Internasional Finance Jombang. Penelitian menggunakan metode penelitian eksplanasi yang dilaksanakan melalui pengumpulan data di lapangan. Populasi dan sampel adalah karyawan bagian *marketing*, *Surveyor/Credit Marketing Officer*, dan *Divisi Collection* PT. Federal Internasional Finance Jombang yang berjumlah 38 karyawan, analisa data dengan menggunakan metode statistik Regresi Linier berganda dan pengujian hipotesis. Berdasarkan hasil penelitian menunjukkan bahwa Kepuasan gaji meingkatkan intensi keluar karyawan di PT. Federal International Finance dan Kepuasan kerja menurunkan intensi keluar karyawan di PT. Federal International Finance. Selain Komitmen organisasi menurunkan intensi keluar karyawan PT. Federal International Finance

***Kata Kunci:* kepuasan gaji, kepuasan kerja, komitmen organisasi dan *Turover Intention***

**EFFECT OF SATISFACTION OF SALARY, WORK SATISFACTION  
AND ORGANIZATION COMMITMENT TO TURNOVER INTENTION  
IN PT. FEDERAL INTERNASIONAL FINANCE JOMBANG**

**ABSTRACT**

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This study aims to determine the effect of salary satisfaction, job satisfaction, and organizational commitment to Turover Intention in PT. Federal Internasional Finance Jombang. The research used explanatory research method which implemented through data collection in the field. Populations and samples are employees of marketing, Surveyor / Credit Marketing Officer, and Collection Division PT. Federal Internasional Finance Jombang which amounted to 38 employees, data analysis using multiple linear regression statistic method and hypothesis testing. Based on the results of research indicate that the satisfaction of salary meingkatkan intention out employees at PT. Federal International Finance and job satisfaction lower employee out intention at PT. Federal International Finance. In addition to Organizational Commitment lower employee intentions PT. Federal International Finance

***Keywords: pay satisfaction, job satisfaction, organizational commitment and Turover Intention***