

**PENGARUH *JOB SATISFACTION* DAN *ORGANIZATIONAL
COMMITMENT* TERHADAP *TURNOVER INTENTION*
(Studi Kasus pada Karyawan Bagian Produksi PT. Sayap Emas Gemilang)**

ABSTRAK

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Penelitian ini bertujuan mengetahui pengaruh *Job Satisfaction* dan *Organizational Commitment* pada Tingkat *Turnover Intention* di PT. Sayap Emas Gemilang. Penelitian menggunakan metode penelitian eksplanasi yang dilaksanakan melalui pengumpulan data di lapangan. Populasi adalah karyawan bagian produksi PT. Sayap Emas Gemilang sebanyak 41 karyawan, analisa data dengan menggunakan metode statistik Regresi Linier berganda dan pengujian hipotesis dan koefisien diterminasi. Berdasarkan hasil penelitian menunjukkan bahwa *Job Satisfaction* yang rendah dapat meningkatkan *Turnover Intention* karyawan Pada PT. Sayap Emas Gemilang, sehingga *Job Satisfaction* berpengaruh negative terhadap *Turnover Intention* karyawan Pada PT. Sayap Emas Gemilang dan *Organizational Commitment* yang rendah dapat meningkatkan *Turnover Intention* karyawan Pada PT. Sayap Emas Gemilang, sehingga *Organizational Commitment* berpengaruh negative terhadap *Turnover Intention* karyawan Pada PT. Sayap Emas Gemilang

Kata Kunci : Job Satisfaction , Organizational Commitment dan Turnover Intention

**THE EFFECT OF JOB SATISFACTION AND ORGANIZATIONAL
COMMITMENT ON TURNOVER INTENTION
(Case Study on Production Division Employees of PT. Sayap Emas Gemilang)**

ABSTRACT

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This study aims to determine the effect of Job Satisfaction and Organizational Commitment on the Turnover Intention Level at PT. Sayap Emas Gemilang. The research uses an explanatory research method which is carried out through data collection in the field. The population is the employees of the production division of PT. Sayap Emas Gemilang as many as 41 employees, data analysis using multiple linear regression statistical methods and hypothesis testing and termination coefficients. Based on the research results indicate that low job satisfaction can increase employee turnover intention at PT. Sayap Emas Gemilang, so that Job Satisfaction has a negative effect on the Turnover Intention of employees at PT. Sayap Emas Gemilang and low Organizational Commitment can increase the Turnover Intention of employees at PT. Sayap Emas Gemilang, so that Organizational Commitment has a negative effect on the Turnover Intention of employees at PT. Sayap Emas Gemilang

Keywords: Job Satisfaction, Organizational Commitment and Turnover Intention