

## ***ABSTRACT***

This research planned to test the influence of job satisfaction, organizational commitment, Perceived Alternative Employment Opportunities (PAEO) that related intention to leave.

Research object is Merpati Motor Yogyakarta which use the all of employee to responden to collected the data, can called sensus method. Questionnaire use likert scale to collected the data from 107 responden.

Hypotesis testing use simple linear regression which use t-test, F test, and coefficient of determination. Using simple linear regression based from t-test, this research found job satisfaction variables significantly predict and have minus influence to intention to leave, organizational commitment have minus influence and significantly predict to intention to leave, and Perceived Alternative Employment Opportunities (PAEO) have positive influence and significantly predict to intention to leave. Using simple linear regression based from F test this research found job satisfaction significantly predict to intention to leave, commitment organizational significantly predict to intention to leave, and Perceived Alternative Employment Opportunities (PAEO) significantly predict to intention to leave. Coefficient of determination predict contribution of job satisfaction, organizational commitment, and Perceived Alternative Employment Opportunities (PAEO) to intention to leave.

**Keywords:** job satisfaction, organizational commitment, Perceived Alternative Employment Opportunities (PAEO), intention to leave