

INTISARI

Penelitian ini bertujuan untuk menganalisis pengaruh kepuasan kerja dan komitmen organisasional terhadap intensi *turnover*. Tinggi rendahnya intensi *turnover* dipengaruhi oleh kepuasan kerja dan komitmen organisasional. Kepuasan kerja sebagai variabel bebas, komitmen organisasional sebagai variabel mediasi, dan intensi *turnover* sebagai variabel terikat.

Wawancara dengan *compliance HRD manager* dan menyebarkan kuesioner kepada 80 responden yaitu karyawan *account executive* pada PT. International Mitra Futures cabang Yogyakarta dilakukan untuk memperoleh data primer. Sebanyak delapan puluh (80) responden diambil secara acak (*random*) dari jumlah populasi 100 orang karyawan *account executive*.

Hasil Analisis Regresi Linear Sederhana menunjukkan pengaruh signifikan antara dua variabel, meliputi pengaruh signifikan kepuasan kerja terhadap intensi *turnover*, kepuasan kerja terhadap komitmen organisasional, dan komitmen organisasional terhadap intensi *turnover*. Sedangkan hasil Analisis *Path* dengan menggunakan Analisis Regresi Berganda menunjukkan perbandingan antara pengaruh langsung dan tidak langsung kepuasan kerja terhadap intensi *turnover*, dalam pengaruh tidak langsung tersebut dimediasi komitmen organisasional. Uji *t* yang dilakukan pada koefisien regresi dengan menggunakan tingkat signifikansi 5% menemukan hasil bahwa terdapat pengaruh signifikan kepuasan kerja terhadap intensi *turnover*, kepuasan kerja terhadap komitmen organisasional, dan komitmen organisasional terhadap intensi *turnover*, sedangkan Analisis *Path* menemukan hasil bahwa terdapat pengaruh tidak langsung kepuasan kerja terhadap intensi *turnover* yang dimediasi komitmen organisasional.

Kata kunci: *Kepuasan Kerja, Komitmen Organisasional, dan Intensi Turnover.*

ABSTRACT

This research purposed to analyse influence of job satisfaction and organizational commitment to turnover intention. Level of turnover intention influenced by job satisfaction and organizational commitment. Job satisfaction as a independent variable, organizational commitment as a mediating variable, and the dependent variable was turnover intention.

Interviewed with compliance HRD manager and distributing questionnaire to 80 respondents, who are working as account executive for PT. International Mitra Futures branch of Yogyakarta had done to find a primary data. An eighty (80) respondents were collected by using random sampling method from the number of population, that was one hundred (100) employees who are working as account executive.

The results of Simple Linear Regression Analysis examined significant influence among two variables, including significant influence of job satisfaction to turnover intention, job satisfaction to organizational commitment, and organizational commitment to turnover intention. Moreover, the result of Path Analysis that using Multiple Regression Analysis examined comparing among direct and indirect influence of job satisfaction to turnover intention, in that indirect influence was mediated by organizational commitment. The t-test with level of significant 5% was founded there was a significant influence of job satisfaction to turnover intention, job satisfaction to organizational commitment, and organizational commitment to turnover intention. Moreover, the Path Analysis was founded there was an indirect influence of job satisfaction to turnover intention mediated by organizational commitment.

Keywords: *Job Satisfaction, Organizational Commitment, and Turnover Intention.*