ABSTRACT

Nevan Herdiansyah, 21210078 " The Influence of Job Satisfaction and Organizational Commitment on intention turnover at CV SANTEX MAJALAYA" under the guidance of Lita Wulantika., SE., M.Si.

Turnover intention is still an issue that drew the attention of various parties, especially the management of a company. This relates to losses caused by turnover, such as loss of potential and talented workforce reduction in a company's competitive advantage as well as the unfavorable impact on employees. The desire to leave an organization's employees are generally preceded by intention triggered partly by the employee to the job dissatisfaction and low employee commitment to attach themselves to the organization.

This study aimed to analyze the influence of the effect of job satisfaction and organizational commitment to the intention tunover either partially or simultaneously.

The method used in this research is descriptive analysis and verification methods. The unit of analysis in this research as the population numbered 122. The sample in this study amounted to 55 are taken through stratified random sampling technique. Methods of data analysis using path analysis (path analysis) using SPSS 20.0 for windows.

The study concluded that job satisfaction are included in the category of satisfaction, organizational commitment in the high category, and turnover intention in the high category. Job satisfaction effect on organizational commitment. Job satisfaction and organizational commitment either partially or simultaneously affect the turnover intention. Simultaneous effect is greater than the partial effect so it can be concluded that the company is more effective to cause intention turnover through job satisfaction and organizational commitment together. It can be concluded that employees are less satisfied and have low commitment has a tendency to leave the organization or company

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