

## ABSTRAK

Penelitian ini bertujuan menguji dan menganalisis pengaruh kepuasan kerja, gaya kepemimpinan, dan komitmen organisasional terhadap *turnover intention* di PT Deporindo Telekomunikasi. Data penelitian merupakan data hasil observasi melalui pertanyaan-pertanyaan kuesioner terhadap karyawan PT Deporindo mulai 3 sampai dengan 17 April 2017. Metode analisis yang digunakan dalam penelitian ini adalah regresi linier berganda. Dari seluruh karyawan sebanyak 112 orang, dan dengan metode sensus 98 orang memenuhi kriteria untuk diteliti. Hasil pengolahan data menunjukkan bahwa sebanyak 64,5% *turnover intention* dipengaruhi oleh variabel kepuasan kerja, gaya kepemimpinan dan komitmen organisasional dan sisanya dipengaruhi faktor lain di luar penelitian. Hasil regresi menunjukkan kepuasan kerja ( $X_1$ ) berpengaruh negatif dan signifikan terhadap *turnover intention*, gaya kepemimpinan ( $X_2$ ) memiliki berpengaruh negatif tetapi tidak signifikan terhadap *turnover intention*, dan komitmen organisasional ( $X_3$ ) berpengaruh negatif dan signifikan terhadap *turnover intention*. Secara simultan kepuasan kerja, gaya kepemimpinan, dan komitmen organisasi berpengaruh secara signifikan terhadap *turnover intention*.

Kata Kunci : Kepuasan Kerja, Gaya Kepemimpinan, Komitmen Organisasional, *Turnover Intention*.



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## ABSTRACT

*This study aims to examine and analyze the influence of job satisfaction, leadership style, and organizational commitment to turnover intention in PT Deporindo Telekomunikasi. Research data is data of observation result through questionnaires question to the employee of PT Deporindo from April 3rd to April 17th 2017. The method of analysis that be used in this research is multiple linear regression. Of all the employees as many as 112 people, and with the census method 98 people meet the criteria to be examined. Results of data processing showed that as much as 64.5% turnover intention influenced by job satisfaction variable, leadership style, and organizational commitment and the rest influenced by other factors outside the research. The result of regression shows that Job Satisfaction (X1) has negative and significant influence to turnover intention, Leadership style (X2) has negative but not significant effect on turnover intentio, and Organizational Commitment (X3) has negative and significant influence on turnover intention. Simultaneously job satisfaction, leadership style, and organizational commitment have an effect on significantly to turnover intention.*

*Keywords: Job Satisfaction, Leadership Style, Organizational Commitment, Turnover Intention.*

