

ABSTRACT

This study aims to analyze the effect of organizational commitment, work facilities and turnover intention on employee performance in PT Prima Medika Laboratories. The data in this study were collected through questionnaires distributed to 37 employees at PT Prima Medika Laboratories. The data collected were questionnaires to employees of PT Prima Medika Laboratories. The research method used is quantitative analysis with validity test and reliability test, classical assumption test, multiple linear regression analysis, coefficient of determination analysis and t test and F test with SPSS version 23 application. The result shows that organizational commitment has positive and significant influence to employee performance, work facilities have a positive and significant impact on employee performance, and turnover intention has a negative and significant impact on employee performance.

Keywords: *Organizational Commitment, Work Facilities, Turnover Intention, Employee Performance*



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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh komitmen organisasional, fasilitas kerja dan intensi *turnover* terhadap kinerja karyawan di PT Prima Medika Laboratories. Data dalam penelitian ini dikumpulkan melalui penyebaran kuesioner pada 37 karyawan di PT Prima Medika Laboratories. Data yang diambil merupakan kuesioner terhadap karyawan PT Prima Medika Laboratories. Metode penelitian yang digunakan adalah analisis kuantitatif, dengan uji validitas dan uji reliabilitas, uji asumsi klasik, analisis regresi linear berganda, analisis koefisien determinasi serta Uji t dan Uji F dengan aplikasi SPSS versi 23. Hasil menunjukkan bahwa komitmen organisasional mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan, fasilitas kerja mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan, dan intensi *turnover* mempunyai pengaruh negatif dan signifikan terhadap kinerja karyawan.

Kata kunci: Komitmen Organisasional, Fasilitas Kerja, Intensi *Turnover*, Kinerja Karyawan.

