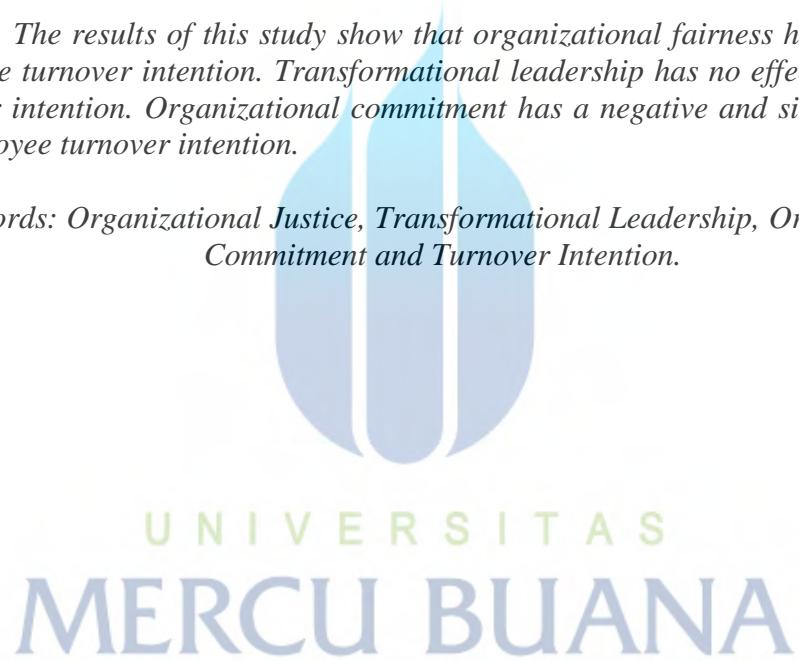


ABSTRACT

This study aims to analyze the influence of organizational justice, transformational leadership and organizational commitment to turnover intention on employees of PT. Bank BRISyariah Head Office. The population of this research are employees of PT. Bank BRISyariah Head Office which amounted to 762 and research sample amounted to 88 respondents. The sampling method uses convenience sampling. Data analysis method using Variance Based Structural Equation Modeling, Partial Least Square (PLS).

The results of this study show that organizational fairness has no effect on employee turnover intention. Transformational leadership has no effect on employee turnover intention. Organizational commitment has a negative and significant effect on employee turnover intention.

Keywords: *Organizational Justice, Transformational Leadership, Organizational Commitment and Turnover Intention.*



ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh keadilan organisasi, kepemimpinan transformasional dan komitmen organisasi terhadap *turnover intention* pada karyawan PT. Bank BRISyariah Kantor Pusat. Populasi penelitian ini adalah karyawan PT. Bank BRISyariah Kantor Pusat yang berjumlah 762 dan sampel penelitian berjumlah 88 responden. Metode penarikan sampel menggunakan *convenience sampling*. Metode analisis data menggunakan *Variance Based Structural Equation Modeling, Partial Least Square* (PLS).

Hasil penelitian membuktikan bahwa keadilan organisasi tidak berpengaruh terhadap *turnover intention* karyawan. Kepemimpinan transformasional tidak berpengaruh terhadap *turnover intention* karyawan. Komitmen organisasi berpengaruh negatif dan signifikan terhadap *turnover intention* karyawan.

Kata Kunci : Keadilan Organisasi, Kepemimpinan Transformasional, Komitmen Organisasi dan *Turnover Intention*.

