

## **ABSTRACT**

*This study aims to analyze the effect of job satisfaction, distributive justice, and transactional leadership to turnover intention on employees of production CV. Jaya Rattan Furniture. Population in this research is employees of production CV. Jaya Rattan Furniture totaling 145 employees. The sample in this study amounted to 59 employees. Method of sampling using Convenience Sampling. Methods Data analysis in this study using Variance Based Structural Equation Modeling, Partial Least Square (PLS).*

*The results of this study prove that job satisfaction has a negative and significant effect on turnover intention. Distributive justice has no significant effect on turnover intention. Transactional leadership has no significant effect on turnover intention.*

**Keywords:** Job Satisfaction, Distributive Justice, Transactional Leadership and Employee Turnover Intention



## **ABSTRAK**

Penelitian ini bertujuan untuk menganalisis pengaruh kepuasan kerja, keadilan distributif, dan kepemimpinan transaksional terhadap *turnover intention* karyawan bagian produksi CV. Jaya Rattan Furniture. Populasi dalam penelitian ini adalah karyawan bagian produksi CV. Jaya Rattan Furniture yang berjumlah 145 karyawan. Sampel pada penelitian ini berjumlah 59 karyawan. Metode penarikan sampel menggunakan *Convenience Sampling*. Metode Analisis data pada penelitian ini menggunakan *Variance Based Structural Equation Modeling*, *Partial Least Square* (PLS).

Hasil penelitian ini membuktikan bahwa kepuasan kerja berpengaruh negatif dan signifikan terhadap *turnover intention*. Keadilan distributif tidak berpengaruh terhadap *turnover intention*. Kepemimpinan transaksional tidak berpengaruh signifikan terhadap *turnover intention*.

Kata Kunci : Kepuasan Kerja, Keadilan Distributif, Kepemimpinan Transaksional dan *Turnover Intention* Karyawan

