

## **ABSTRACT**

*This study aims to analyze job satisfaction, organizational trust, and organizational justice towards case study turnover intention at PT. Quantum Integrated Services. The population in this study were employees of PT. Quantum Integrated Services totaling 95 respondents. The study sample was 95 respondents. The sampling method uses saturated samples. Data collection methods were carried out through questionnaires and carried out on 95 respondents PT. Quantum Integrated Services. Data Analysis Method uses Partial Least Square Variance Based Structural Equation Modeling. The results of this study prove that job satisfaction does not significantly influence turnover intention. Organizational trust does not have a significant effect on turnover intention. Organizational justice has a negative and significant influence on turnover intention.*

*Keywords:* Job Satisfaction, Organizational Trust and Organizational Justice and Turnover Intention.



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Penelitian ini bertujuan untuk menganalisis kepuasan kerja, kepercayaan organisasi, dan keadilan organisasi terhadap *turnover intention* studi kasus pada PT. Quantum Integrated Services. Populasi dalam penelitian ini adalah karyawan PT. Quantum Integrated Services yang berjumlah 95 responden. Sampel penelitian berjumlah 95 responden. Metode pengambilan sampel menggunakan sampel jenuh. Metode pengumpulan data dilakukan melalui kuesioner dan dilaksanakan pada 95 responden PT. Quantum Integrated Services. Metode Analisis Data menggunakan *Variance Based Structural Equation Modeling Partial Least Square*. Hasil penelitian ini membuktikan bahwa kepuasan kerja tidak berpengaruh signifikan terhadap *turnover intention*. Kepercayaan organisasi tidak berpengaruh pengaruh signifikan terhadap *turnover intention*. Keadilan organisasi memiliki pengaruh negatif dan signifikan terhadap *turnover intention*.

Kata kunci: Kepuasan Kerja, Kepercayaan Organisasi dan Keadilan Organisasi dan *Turnover Intention*.

