

ABSTRACT

This study aims to examine and analyze the influences of career development, job satisfaction, and organizational commitment on employee turnover intention on the assistant level employees of PT Bank Negara Indonesia (Persero) Tbk. Regional Office X. This is a quantitative research with a total sample of 86 employees and processed by using SPSS for Windows version 22.0. The probability sampling technique is proportionate random sampling, while the data analysis technique is Multiple Linear Regression. The results showed that: (1) career development has a significant influence on turnover intention, (2) job satisfaction does not have significant influence on turnover intention, (3) organizational commitment has a significant influence on turnover intention, and (4) the F test shows that career development, job satisfaction, and organizational commitment simultaneously have significant influence on employee turnover intention at the assistant level employees of PT Bank Negara Indonesia (Persero) Tbk. Regional Office X.

Keywords: Career Development, Job Satisfaction, Organizational Commitment, Turnover Intention



ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisa pengaruh pengembangan karir, kepuasan kerja, dan komitmen organisasi terhadap *turnover intention* karyawan jenjang asisten di PT Bank Negara Indonesia (Persero) Tbk. Kantor Wilayah X. Jenis penelitian ini adalah kuantitatif dengan jumlah sampel sebanyak 86 karyawan dan diolah menggunakan *software SPSS for windows* versi 22.0. Teknik pengambilan sampel yaitu *probability sampling - proportionate random sampling*, sedangkan teknik analisis data yaitu Regresi Linier Berganda. Hasil penelitian menunjukkan bahwa: (1) pengembangan karir berpengaruh signifikan terhadap *turnover intention*, (2) kepuasan kerja tidak berpengaruh signifikan terhadap *turnover intention*, (3) komitmen organisasi berpengaruh signifikan terhadap *turnover intention*, dan (4) pengujian secara simultan (uji F) menunjukkan pengembangan karir, kepuasan kerja, dan komitmen organisasi secara bersama-sama/simultan berpengaruh signifikan terhadap *turnover intention* karyawan jenjang asisten di PT Bank Negara Indonesia (Persero) Tbk. Kantor Wilayah X.

Kata kunci: Pengembangan Karir, Kepuasan Kerja, Komitmen Organisasi, *Turnover Intention*

