

ABSTRACT

This research aims to analyze the effect of job characteristics, career development and transactional leadership on turnover intention with organizational commitment as an intervening variable. This research population is 350 employees of PT. Airmas Perkasa. The sample used was 187 employees, calculated based on the Slovin formula. Data collection methods using survey methods, the research instrument is a questionnaire. Data analysis method uses Partial Least Square. This study proves that job characteristics have a positive and significant effect on organizational commitment. Career development does not significantly influence organizational commitment. Transactional leadership has a positive and significant effect on organizational commitment. Career development has a negative and significant effect on turnover intention. Job characteristics have a negative and significant effect on turnover intention. Transactional leadership has a negative and significant effect on turnover intention. Organizational commitment has a negative and significant effect on turnover intention.

Keywords: Job characteristics, career development, transactional leadership, turnover intention, organizational commitment.



ABSTRAK

Penelitian ini bertujuan untuk menganalisa pengaruh *job characteristics*, *career development* dan *transactional leadership* terhadap *turnover intention* dengan *organizational commitment* sebagai variable intervening. Populasi penelitian ini adalah 350 karyawan PT. Airmas Perkasa. Sampel yang digunakan adalah sebanyak 187 karyawan, dihitung berdasarkan rumus slovin. Metode pengumpulan data menggunakan metode survey, dengan instrument penelitian adalah kuesioner. Metode analisis data menggunakan *Partial Least Square*. Penelitian ini membuktikan bahwa *job characteristics* berpengaruh positif dan signifikan terhadap *organizational commitment*. *Career development* tidak berpengaruh signifikan terhadap *organizational commitment*. *Transactional leadership* berpengaruh positif dan signifikan terhadap *organizational commitment*. *Career development* berpengaruh negatif dan signifikan terhadap *turnover intention*. *Job characteristics* berpengaruh negatif dan signifikan terhadap *turnover intention*. *Transactional leadership* berpengaruh negatif dan signifikan terhadap *turnover intention*. *Organizational commitment* berpengaruh negatif dan signifikan terhadap *turnover intention*.

Kata Kunci: *Job characteristics, career development, transactional leadership, turnover intention, organizational commitment.*



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