

## ABSTRACT

*This study aims to examine and analyze the effect of organizational climate, career development on turnover intention through job satisfaction as a mediator variable at PT XYZ. The design used in this study is descriptive quantitative research that uses 67 respondents as a saturated sample. Model testing used for analysis of the data using Smart PLS application that consists of outer and inner models testing. Based on the result of data processing and analysis of the study, it showed that the organizational climate has a positive and significant effect on job satisfaction, career development has a positive and significant effect on job satisfaction, job satisfaction has a negative and significant effect on turnover intention, organizational climate has a negative and significant effect on turnover intention, career development a negative and significant effect on turnover intention, organizational climate has an indirect effect on turnover intention through job satisfaction, and career development has an indirect effect on turnover intention through job satisfaction.*

*Keywords: Organizational climate, career development, job satisfaction, and turnover intention.*



## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh iklim organisasi dan pengembangan karir terhadap *turnover intention* melalui kepuasan kerja sebagai variabel mediasi pada PT XYZ. Desain penelitian yang digunakan adalah penelitian deskriptif kuantitatif yang menggunakan 67 responden sebagai sampel jenuh. Analisis data menggunakan aplikasi Smart PLS yang terdiri dari uji outer model dan inner model. Berdasarkan hasil pengolahan dan analisis data didapatkan hasil penelitian bahwa variabel iklim organisasi berpengaruh positif signifikan terhadap kepuasan kerja, variabel pengembangan karir berpengaruh pengembangan karir berpengaruh positif dan signifikan terhadap kepuasan kerja sebesar, kepuasan kerja berpengaruh negatif dan signifikan terhadap *turnover intention*, variabel iklim organisasi berpengaruh negatif dan signifikan terhadap *turnover intention*, variabel pengembangan karir berpengaruh negatif dan signifikan terhadap *turnover intention*, iklim organisasi berpengaruh secara tidak langsung terhadap *turnover intention* melalui kepuasan kerja dan variabel pengembangan karir berpengaruh secara tidak langsung terhadap *turnover intention* melalui kepuasan kerja.

Kata kunci: iklim organisasi, pengembangan karir, kepuasan kerja, dan *turnover intention*.



UNIVERSITAS  
MERCU BUANA