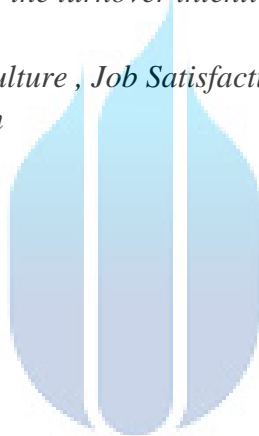


ABSTRACT

The aims of this study was to examine the influence of organizational culture, job satisfaction, organizational commitment on turnover intentions. This research was conducted at PT. Bahana Prestasi that located at Jakara head office and at sites Cibitung in Cilungsi. The research used quantitative explanation method with 51 respondent employees at Order Management divison. Data were processed using multiple linear regression analysis with SPSS 21 software.

The results of this study showed that simultaneously (F Test) variable of organizational culture, job satisfaction, and organizational commitment affect the turnover intention of employees at PT. Bahana Prestasi. The result of partial test (t test) showed that variable of organizational culture and job satisfaction not significantly affected the turnover intention, but organizational commitment significantly negative affected the turnover intention.

Keywords : *Organizational Culture , Job Satisfaction , Organizational Commitment, Turnover Intention*



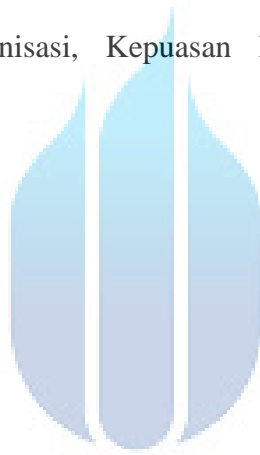
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ABSTRAK

Tujuan penelitian ini adalah untuk menguji pengaruh budaya organisasi, kepuasan kerja, dan komitmen organisasional terhadap intensi keluar. Penelitian ini dilakukan di PT. Bahana Prestasi yang berkantor Pusat di Jakarta dan lokasi/site di Cileungsi dan Cibitung. Responden penelitian yang digunakan sebanyak 51 karyawan pada divisi bagian *Order Management*. Data diolah dengan menggunakan analisis regresi linear berganda dengan *software* SPSS 21.

Hasil penelitian ini menunjukkan bahwa secara simultan (uji F) variabel budaya organisasi, kepuasan kerja, dan komitmen organisasional berpengaruh terhadap intensi keluar karyawan PT. Bahana Prestasi. Hasil uji parsial (uji t) menunjukkan bahwa budaya organisasi dan kepuasan kerja tidak berpengaruh signifikan terhadap intensi keluar, sedangkan komitmen organisasional berpengaruh negatif signifikan terhadap intensi keluar.

Kata Kunci: Budaya Organisasi, Kepuasan Kerja, Komitmen Organisasional, Intensi Keluar



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