

ABSTRACT

Abstrak: This study's objective was to investigate the connection between commitment organizations, and motivation and turnover intention at PT BGR Logistik Indonesia using job satisfaction as an intervening variable. There are 896 individuals living there in total. Using a random sampling technique, 277 persons were included in the sample. The research method in this study uses a quantitative approach and data analysis uses SMART-PLS. The research results prove that (1) organizational commitment has a negative and significant effect on turnover intention. (2) Job satisfaction has a negative and significant effect on turnover intention (3) Motivation has a not positive and significant impact on Turnover Intention (4) Organizational commitment has a positive and significant effect on job satisfaction (5) Motivation has a positive and significant effect on job (6) Job satisfaction has a negative and significant impact on the intention to leave the organization. (7) Motivation, acting as an intervening variable, has a detrimental and considerable impact on the desire to leave. Suggestions and input for PT. BGR Logistik Indonesia pays more attention to organizational commitment and work motivation.

Keyword: Commitment Organization, Motivation, Job Satisfaction, and Turnover Intention



ABSTRAK

Abstrak: Bagaimana turnover intention melalui kepuasan kerja sebagai intervening dipengaruhi oleh komitmen organisasi, serta motivasi terhadap karyawan di PT BGR Logistik Indonesia, merupakan tujuan dari penelitian ini. Total populasi sebanyak 896 orang. Jumlah sampel sebanyak 277 orang yang dipilih dengan metode random sampling. Pendekatan kuantitatif digunakan sebagai metode penelitian ini serta analisis data menggunakan SMART-PLS. Hasil penelitian ini menunjukkan (1) komitmen organisasi mempengaruhi turnover intention secara negatif serta signifikan. (2) Kepuasan kerja mempengaruhi turnover intention secara negatif dan signifikan (3) Motivasi tidak memberikan pengaruh negatif serta signifikan pada turnover intention (4) Komitmen organisasi memiliki pengaruh positif serta signifikan pada kepuasan kerja (5) Motivasi memiliki pengaruh positif yang signifikan pada kepuasan kerja (6) turnover intention dipengaruhi secara negative juga signifikan oleh Komitmen organisasi melalui kepuasan kerja. (7) Motivasi melalui kepuasan kerja sebagai intervening memberikan pengaruh negatif serta signifikan pada turnover intention. Saran dan masukan untuk PT. BGR Logistik Indonesia lebih memperhatikan komitmen organisasi dan motivasi kerja.

Kata Kunci: Komitmen Organisasi, Motivasi, *Turnover Intention* dan Kepuasan Kerja

