

ABSTRAK

Tujuan dalam penelitian ini untuk mengetahui adanya pengaruh budaya organisasi, pengembangan karir dan kepuasan kerja terhadap *turnover intention* pada karyawan PT CMK. Penelitian ini menggunakan metode kuantitatif dengan desain penelitian kausal. Populasi seluruh karyawan PT.CMK sejumlah 280 orang dengan rumus slovin ditentukan jumlah sample sebanyak 165 responden. Teknik pengambilan sample non probability dengan purposive sampling. Metode analisis data menggunakan *Structural Equation Model-Partial Least Square (SEM-PLS)*. Hasil penelitian menunjukkan bahwa budaya organisasi (X1) tidak memiliki pengaruh terhadap turnover intention (Y2) pada karyawan PT.CMK, sedangkan hasil yang lain menunjukkan terdapat pengaruh budaya organisasi (X1) dengan kepuasan kerja (Y1), kepuasan kerja (Y1) berpengaruh negatif dan signifikan terhadap turnover intention (Y2), pengembangan karir (X2) berpengaruh terhadap kepuasan kerja (Y1) , dan yang terakhir terdapat pengaruh pengembangan karir (X2) terhadap turnover intention (Y2). Disarankan agar PT.CMK dapat memperhatikan pengembangan karir yang ada di perusahaan agar tercipta nya kepuasan kerja bagi karyawan yang dapat menurunkan tingkat *turnover intention* di perusahaan.

Keywords: *Turnover intention*, Budaya Organisasi, Pengembangan Karir, & Kepuasan Kerja

ABSTRACT

The purpose of this study was to determine the influence of organizational culture, career development and job satisfaction on turnover intention among PT CMK employees. This study uses a quantitative method with a causal research design. The population of all PT.CMK employees is 280 people with the slovin formula determined by the number of samples of 165 respondents. Non-probability sampling technique with purposive sampling. The data analysis method uses the Structural Equation Model-Partial Least Square (SEM-PLS). The results of the study show that organizational culture (X1) has no effect on turnover intention (Y2) on PT.CMK employees, while other results show that there is an influence of organizational culture (X1) on job satisfaction (Y1), job satisfaction (Y1) has a negative effect and significant to turnover intention (Y2), career development (X2) has an effect on job satisfaction (Y1), and finally there is an effect of career development (X2) on turnover intention (Y2). It is suggested that PT.CMK can pay attention to career development in the company in order to create job satisfaction for employees which can reduce the level of turnover intention in the company.

Keywords: Turnover intention Organizational culture, career development, & Job Statification