

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *Career Growth Opportunities*, *Perceived Organizational Support*, dan *Transformational Leadership* terhadap *Turnover Intention* Karyawan dengan *Job Satisfaction* sebagai Variabel *Intervening* (Studi pada Karyawan Operasional PT LRT Jakarta). Populasi dalam penelitian ini adalah 56 karyawan operasional PT LRT Jakarta terdiri dari bagian Pengendali Operasi (PPKT) dan Awak Sarana Perkeretaapian (ASP). Sampel yang dipergunakan adalah sebanyak 56 responden. Metode penarikan sampel yang digunakan adalah *nonprobability sampling* dengan jenis *Sampling* Jenuh. Metode pengumpulan data menggunakan metode survei, dengan instrumen penelitian adalah kuesioner. Metode analisis data menggunakan *Partial Least Square*. Penelitian ini membuktikan bahwa *Career Growth Opportunities* berpengaruh negatif dan tidak signifikan terhadap *Turnover Intention*, *Perceived Organizational Support* berpengaruh positif dan tidak signifikan terhadap *Turnover Intention*, *Transformational Leadership* berpengaruh negatif dan signifikan terhadap *Turnover Intention*, *Career Growth Opportunities* berpengaruh positif dan tidak signifikan terhadap *Job Satisfaction*, *Perceived Organizational Support* berpengaruh positif dan signifikan terhadap *Job Satisfaction*, *Transformational Leadership* berpengaruh positif dan tidak signifikan terhadap *Job Satisfaction*, *Job Satisfaction* berpengaruh negatif dan tidak signifikan terhadap *Turnover Intention*, *Career Growth Opportunities* berpengaruh negatif dan tidak signifikan terhadap *Turnover Intention* melalui *Job Satisfaction*, *Perceived Organizational Support* berpengaruh negatif dan tidak signifikan terhadap *Turnover Intention* melalui *Job Satisfaction*, serta *Transformational Leadership* berpengaruh negatif dan tidak signifikan terhadap *Turnover Intention* melalui *Job Satisfaction*.

Kata Kunci: *Career Growth Opportunities*, *Perceived Organizational Support*, *Transformational Leadership*, *Turnover Intention*, *Job Satisfaction*.

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ABSTRACT

This study aims to analyze the relationship between Career Growth Opportunities, Perceived Organizational Support, and Transformational Leadership on Employee Turnover Intention with Job Satisfaction as an Intervening Variabel (Study on Operational Employees of PT LRT Jakarta). The population in this study were 56 operational employees of PT LRT Jakarta consisting of the Operations Controller (PPKT) and Railway Facilities Crew (ASP). The sample used was 56 respondents. The sampling method used is nonprobability sampling with Saturated Sampling type. The data collection method uses a survey method, with the research instrument being a questionnaire. Methods of data analysis using Partial Least Square. This study proves that Career Growth Opportunities have a negatif and not significant relationship to Turnover Intention, Perceived Organizational Support has a positive and not significant relationship to Turnover Intention, Transformational Leadership has a negatif and significant relationship to Turnover Intention, Career Growth Opportunities have a positive and not significant relationship to Job Satisfaction, Perceived Organizational Support has a positive and significant relationship to Job Satisfaction, Transformational Leadership has a positive and insignificant relationship to Job Satisfaction, Job Satisfaction has a negatif and not significant relationship to Turnover Intention, Career Growth Opportunities has a negatif and not significant relationship to Turnover Intention through Job Satisfaction, Perceived Organizational Support has a negatif and insignificant relationship to Turnover Intention through Job Satisfaction, also Transformational Leadership has a negatif and insignificant relationship to Turnover Intention through Job Satisfaction.

Keywords: Career Growth Opportunities, Perceived Organizational Support, Transformational Leadership, Turnover Intention, Job Satisfaction.

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