

**THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP,  
MOTIVATION, AND WORK DISCIPLINE ON TURNOVER  
INTENTION OF EMPLOYEE AT ORGANIZATION XYZ**

**THESIS**



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# **THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP, MOTIVATION, AND WORK DISCIPLINE ON TURNOVER INTENTION OF EMPLOYEE AT ORGANIZATION XYZ**

Thesis Submitted to Fulfill One of the Requirements for Obtaining Bachelor's  
Degree in Economics at The Faculty of Economics and Business, Management  
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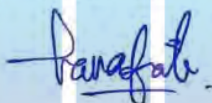
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## ABSTRACT

This research aims to determine The Influence of Transformational Leadership, Motivation, and Work Discipline on Turnover Intention of Company XYZ. The data collection method used a survey method, with the research instrument in the form of a questionnaire that was shared to the sample through the Shout.com. The questionnaire will be given criteria and value weights based on a Likert scale. The research design used in this study is quantitative research, and the research method employed is causal analysis. The sample consists of 119 respondents selected through purposive sampling. The data analysis method used is Partial Least Square (PLS), and the analysis technique utilized is descriptive. The findings reveal that transformational leadership, motivation, and work discipline significantly impact turnover intention. Specifically, transformational leadership and work discipline negatively affect turnover intention, while higher motivation is associated with lower turnover intention.

**Keywords: Transformational Leadership, Motivation, Work Discipline, Turnover Intention.**



## PREFACE

Alhamdulillahirobbil'alamin, Praise is merely to the Almighty Allah SWT for the gracious and mercy blessing that enables me to accomplish this thesis entitled: **“The Influence of Leadership, Motivation, and Work Discipline on Turnover Intention of Employee at Company XYZ”**. This bachelor’s degree thesis is proposed to fulfill one of the requirements to achieve an Undergraduate Degree at the Faculty of Economics and Business, International Management Program Universitas Mercu Buana.

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Jakarta, August 14<sup>th</sup> 2024



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