

## ABSTRACT

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**Correlation between job satisfaction and employee's intention to quit, who work in PT. X. (M. Nisfiannoor, M.Si., Psi.); Study Program of Bachelor Degree, Faculty of Psychology at Tarumanagara University. (1-52 page, P1-P2, L1-L18).**

The purpose of this research is to find out the correlation between job satisfaction and employee's intention to quit. Job satisfaction is generalization of the feeling that employees' perceived as like or dislike of their job based on the job aspects. Employee's intention to quit is a subjective possibility of someone to quit from the company he/she's working on, looking for other alternative job and moving on to other companies according to their beliefs. This research adapts the job satisfaction theory by Robbins (1998), which divided jobs satisfaction into four dimensions, there are mentally challenging work, equity reward, supportive working condition, and supportive colleagues. The Author also uses the employee's intention to quit theory by Mobley, Horner & Hollingsworth (1978), which divided employee's intention to quit into three dimensions, there are thinking of quitting, intention to search, and intention to quit. The sample of this study took 74 respondents of PT. X. The study uses job satisfaction questionnaires and employee's intention to quit questionnaires. The computer program of SPSS 16.0 version is used to analyze the collected data and the Data tabulation is using Pearson Product Moment Correlation. The result of data tabulation shows correlation index = -0.170 and  $p = 0.048 < 0.05$ . This result means, there is a negative correlation between job satisfaction and employee's intention to quit at PT. X. In other words, the more negative of job satisfaction of the employees, the employee's intention to quit will be higher, and on the contrary, the more positive of job satisfaction, the employee's intention to quit will be lower.

Key words: job satisfaction, employee's intention to quit