

Influence of Job satisfaction and Organization Climate Toward Intention to Leave (Case Study at PT X)

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Abstract

Dependent variable of the intention to leave is defined as the eagerness of person to leave in consciously based on their own eagerness, because they are not comfortable with the working environment and surroundings. The first of variable independent is job satisfaction, which is the attitudes (positive or negative), realized based on feeling that is felt for work performed by individual. The second of independent variable is organizational climate, which is the perception of employees towards of the organizational environment where working place and have influence of employees in conducting their duties and responsibilities. This research is quantitative research, with 101 subjects as the sample data, which is non probability sampling and selected by purposive sampling that has been determined base on the number of employees resigned. Data processing used multiple regression analysis. Result of this research is jobs satisfaction and influence of organizational climate ($R^2 = 0,470$, with $p=0,011<0,005$) towards of the intention to leave at PT. X. In addition to, organizational climate ($R^2 = 0,470$, with $p=0,000<0,01$) more influence than job satisfaction ($R^2 = 0,380$, with $p=0,000<0,01$) towards the Intention to leave.

Keywords: Intention to Leave, Job Satisfaction, Organizational Climate