

**Influence of Job Satisfaction and Organizational Commitment
on Turnover Intentions
(A Case Study of PT. X)**

Yuvi Ristiana, S.Psi.
P. Tommy Y. S. Suyasa, M.Si., Psi.
Zamralita, MM, Psi.
Magister of Psychology, Tarumanagara University

Abstract

This research tries to know the influence of job satisfaction and organizational commitment on turnover intentions. Job satisfaction refers to an individual's attitude toward his or her job. Organizational commitment refers to one's attachment to the organization for which one works. Turnover intentions refers to intention of employees to quit their organization. Participants of 52 persons are gathered through convenience sampling technique. This research used Regression Analysis. This research found that job satisfaction has negative and significant influence on turnover intentions ($\beta=-0.585$, $p=0.000$). Organizational commitment has no significant influence on turnover intentions ($\beta=0.074$, $p=0.547$).

Keywords: Job satisfaction, organizational commitment, turnover intentions.