

## **The Influence of Job Satisfaction and Organizational Commitment On Turnover Intention (Study on Employee of PT. X)**

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### **Abstract**

The study was conducted at PT. X is engaged in the retail, particularly at convenience stores. The study was conducted to determine the effect of job satisfaction and organizational commitment on turnover intention to obtain an appropriate intervention program to reduce turnover intentions. In this study organizational commitment variables used as modulators between job satisfaction and turnover intention. Research methodology is quantitative research subjects totaling 41 people by using random sampling. Data were collected by questionnaire Likert scale with a reliability of 0.961 job satisfaction, organizational commitment for 0941, and turnover intentions for 0877.

Data analysis methods used with regression analysis and the results of this study demonstrate the influence between job satisfaction and turnover intention ( $R^2 = 0.658$ ). But if the job satisfaction and organizational commitment modulated effects may be higher on turnover intention ( $R^2 = 0.658$ ). Dimensions of job satisfaction is considered the least satisfactory complementary dimensions compensation (fringe benefits). While most low organizational commitment is affective commitment (affective commitment).

Intervention program in this study is the preparation of supplementary compensation system and work program Human Resources department. The series of activities carried out in this study includes a survey of compensation, job evaluation, compensation systems development, and determination of the payment stage. In addition, this study also outlined some of the work program Human Resources department that is focused on improving the organizational commitment of employees.

**Keywords:** job satisfaction, organizational commitment, turnover intention, supplementary compensation, work program