

ABSTRACT

Lia Fitriana. The Role of Job Satisfaction and Perceived Organizational Support (POS) to the Turnover Intention.

58 pages; 3 pictures and 10 tables

Supervisor: Dr. Ayu Dwi Nindyati MSi., Psikolog., Dr. Tommy Y.S. Suyasa, MPsi., Psikolog.

This study analyzes the role of Job satisfaction and Perceived organizational support (POS) to the Turnover intention. Study participants as many as 134 employees of sales and marketing at PT. X. This research method is quantitative. The participants filled out questionnaires POS, Job satisfaction and Turnover intention. Data analysis techniques for testing the research design is to use regression. The results showed, compared with Job satisfaction, POS has the role to turnover intention significantly, with $p = 0.02$. Further analysis showed the item POS number 6, shows that exhibited significantly has the role to Turnover intention, with $p = 0.02$. Furthermore, this study provides improvement suggestions for the future research, company and for employees.

Keywords ; POS, perceived organizational support, job satisfaction, turnover intention.

Citation : 39 (1964-2015)