

ABSTRACT

FILICIA WILIANI

Hubungan antara Komitmen Organisasi dengan Intensi untuk Meninggalkan Perusahaan pada Karyawan, yang Bekerja di PT. X. (M. Nisfiannoor, M.Si., Psi.); Strata 1, Fakultas Psikologi, Universitas Tarumanagara; (78 H, P1-P6, L1-L21)

The objective of this research is to identify the correlation between organization commitment and the turnover intention. The organization commitment is a psychologic condition that showing the relationship between employee and their organization, and also influencing their decision whether to stay or to leave the organization. The turnover intention is a subjective probability for employee to leave the organization where they worked, looking for another alternative jobs, and move over to another organization, that appropriate with their confiction. This research is using Meyer & Allen's (1991) theories that defined the 3 components of organization commitment, that is: Continuance commitment, Affective Commitment, and Normative commitment. The researcher also using the theory of intention from Mobley, Horner & Hollingsworth (1978) that divide the turnover intention into 3 dimension, which is: Thinking of quitting, Intention to search job, and intention to quit. The sample of this research is 78 employee from PT.X, the analytical tools that used in this research is questioner. The data processing is using *Pearson Product Moment* with optional help using SPSS version 12.0. the result of this research indicates that $r = -0.873$ and $p = 0.000 < 0,05$. Based on the result, the researcher concludes that there is a negative and significant relationship between organization commitment and the turnover intention at PT.X. the lower organization commitment, the higher turnover intention, and on the contrary, the higher organization commitment, the lower turnover intention.

Keywords: Organization Commitment, Turnover Intention