

ABSTRACT

CV Araza Gubah Rekayasa (CV AGR), a company which engaged in transportation business, had significant revenue from net sales during the train journey. Beside that, an increasing number of passengers and project work at the railway station area are also a significant revenue to the company. All of that revenue requires a positive attitude from the human resources. Positive attitude of the employees can also give positive influence to the company including the increase of company profits, in this case is CV AGR. Positive attitude of employees can be seen from the job satisfaction and organizational commitment of employees. Job satisfaction and organizational commitment can reduce employee turnover rates. Employee turnover could be a loss for the company itself.

In this research, the object to be searched is the relationship between job satisfaction, organizational commitment and turnover intention of employees. The purpose of this study was to determine whether there is any direct relationship of job satisfaction on turnover intention or indirect relationship of job satisfaction on turnover intention through organizational commitment.

In answering the purpose of this research, a survey conducted by distributing questionnaires to all employees of CV AGR to find out the relationship of factors from each previously mentioned variables. Data processing done by the rules of statistics and path analysis method.

Based on data processing, direct effect of job satisfaction on turnover intention correctly proved, but indirect effect of job satisfaction on turnover intention through organizational commitment is proven wrong. In path, data processing shows that job satisfaction influence to organizational commitment, but organizational commitment have no influence to turnover intention. So, the equation just obtained linier regression equation variables of job satisfaction on turnover intention.

Processed data becomes the basis for providing recommendations for CV AGR. Programs to be recommended is as follows evaluation of salary to employees, increase incentive to employees who have good performance, Implement simple training and orientation then offering package of insurance, giving reward to loyal employees, and the next recommendation is implement some familiarity activities in company.

Keywords: job satisfaction, organizaional commitment, turnover, path analysis