

ABSTRACT

Human resource development division PT. Finnet Indonesia recorded that employee resignation increase since 2013, and at the end of 2015 recorded that PT. Finnet Indonesia turnover rate is 7%. Based on information obtained from human resource development division PT. Finnet Indonesia that acceptable turnover rate is 5%. Therefore, it can be said that in 2015 turnover rate in the PT. Finnet Indonesia is quite high.

Turnover is a process where employees of the company leaving because of specific reason. An employee before decided to leave the company preceded by desire of each employee to leave the company. This desire is usually referred by turnover intentions. Turnover intentions usually indicated by increased absences of the employee, become lazy when work, high employee conduct violation, employee protest, against the boss by employees and changes attitude when employees do their job. There are several factors influencing turnover intention, there are job satisfaction and group cohesiveness.

The study aims to know how job satisfaction and the group cohesiveness against turnover intentions. This study using multiple regressions data analysis technique and calculate by SPSS for Windows version 2.0. To make analysis, this study involved 168 samples. Data collected from respondents by distributing questionnaires and consists of 44 statements related to job satisfaction, group cohesiveness and turnover intentions.

Based of calculation data and analyzed with multiple regression technique, study show that influence job satisfaction significantly negative against turnover intentions. It proved by T test results, where T count absolute value is (-3119) and bigger than T table (1.97). While at cohesiveness variable group has no significant influence turnover intentions. It proved with T test results, where T count absolute value is (1,370) smaller than T table (1.97).

Keywords: *job satisfaction, group cohesiveness, turnover intention*