

Abstract

A high number of turnover in a company can disturb activities and productivity that in the end, it can create instability and uncertainty of a company. An individual who feels satisfied with his work tends to stay in an organization. Many factors can influence turnover. The purpose of this study is to discover whether work satisfaction and organizational commitment affect turnover intention significantly in property companies in Indonesia. In this study, the writers use verification study as the type of study. The population in this study is marketing staffs at the number of 250 people with 154 people as the sample. The data analysis is done by using multiple regression. The result shows that work satisfaction and organizational commitment affect turnover intention significantly. The percentage of the influence of work satisfaction on turnover intention is 9.3% while the percentage of the influence of organizational commitment on turnover intention is 62.6%. They show that property companies in Indonesia have to concern intensely about organizational commitment because its influence is highly strong on turnover intention.

Keywords: *work satisfaction, organizational commitment, turnover intention*