

ABSTRACT

A good company have a great resources, one of them is human resources. Human resources position in company is not only as the "company main force" but also decide the future of the company itself, is it profitable or must file a bankruptcy. Therefore, the most important things a company must done is "organization culture" to make their employee have a bond with the company itself

A study held in PT.INTI (Persero) Bandung using organization culture and employee engagements independent variable and turnover intention as dependent variable. The study is a descriptive and kausal. The data analysis are using descriptive analysis, linear regression, double linear, partial hypothesis (T test) and coefficient determinant (R2 test)

According to questionnaire to 83 respondents show a strong result to organization culture with a high numbers of employee engagement and turnover intention. The partial hypothesist result show that organization culture variable (X1) doesn't have a significant result againts turnover intention thitung (1,330) < t_{tabel} (1,998) while employee engagement has a positive sifnificant result against turnover intention with thitung (3,016) > t_{tabel} (1,998). The R2 test result is 0,99. This mean that organization culture and employee engagement is affecting turnover intention by 9,9% and 90,1% by other factors.

Keyword: Organization Culture, Employee Engagement, Turnover Intention