

## **ABSTRACT**

*PT. Ace Hardware Indonesia is a retail company which is the largest hardware retail company in Indonesia. The conditions which is found after conducting preliminary test is that job satisfaction of employee was very high while turnover intention of employee was very low. This is due to the fact that many compensation and facilities are given by the company so in turn employee wish to stay longer in the company.*

*This research aims is to discover the level of employee job satisfaction, the level of employee turnover intention and also the impact of employee job satisfaction on employee turnover intention in PT. Ace Hardware Indonesia DC Jababeka Cikarang.*

*The method of research used in this research is the quantitative method. The data was collected using interview technique and questionnaire. 171 employees are chosen from the total population of 300 employees with convenience sampling method using slovin technique Analysis technique which are being used in this research are descriptive analysis, simple linear regression analysis and classic assumption test.*

*Result of data processing conclude that job satisfaction level were considered very high and the turnover intention of employee were considered quite low. Job satisfaction also has a negative significant effect on employee turnover intention of PT. Ace Hardware Indonesia DC Jababeka Cikarang.*

*Company ought to maintain and improve employee job satisfaction through a couple of method for instance a suitable compensation, supporting work partner, and also work environment that have the ability to develop employee potential to minimize turnover intention of employee.*

*Keywords : Job Satisfaction, Turnover Intention*