

ABSTRACT

The employees of PT. Tri Manunggal Karya have a low level of turnover intention, even at a high level of job satisfaction. A good result on the management of turnover intention can be derived from the employees' job satisfaction level.

The study is aimed at finding the employees' job satisfaction level, the turnover intention level of the employees, and the influence of the job satisfaction on the employees' turnover intention.

The method used in this study is quantitative method. The data are obtained from the questionnaires given to 110 respondents of the employees of PT. Tri Manunggal Karya. The sampling method used is nonprobability sampling with convenience sampling technique. The data analyses used are descriptive and simple linear regression analyses, i.e. used to interpret the result of the study.

The study shows that the job satisfaction level of the employees is high while the turnover intention level of the employees tends to be low. The job satisfaction, however, negatively influences the employees' turnover intention in a significant level.

The company can increase the control towards the employees in maintaining the job satisfaction by increasing the promotion system, i.e. in giving a chance for the employees to develop themselves, as well as building a good communication either among the employees or between the employees and the company through a counseling program aimed at handling the employees' turnover intention.

Keywords: Job satisfaction, Turnover intention.