

ABSTRACT

Every company has a desire to achieve their own goals, in reaching that goals there are some important aspects to make it happen, one of them is human resources, each company wants employees to work it's full potential and increase the contribution of the employees to the company, to optimize the performance and the contribution of employees is with the work environment and job satisfaction to minimalism level of employees turnover intention.

This study aims to determine the influence of work environment and job satisfaction on the level of employees turnover intention at PT PLN (Persero) West Java Distribution Main Unit. The method used in this study is quantitative with a type of descriptive research. Respondents in this study amounted to 52 people, the number of respondents was obtained by using probability sampling techniques. The analysis technique used is multiple regression analysis.

The results of the descriptive analysis showed that the independent and dependent variables from all dimensions obtained on average in the medium category. Based on the result of regression analysis, hypothesis testing, and coefficient of determination, it can be concluded that work environment and job satisfaction significantly influence on the level of turnover intention by 1,02% and influenced by other factors not examined in this study. Based on this, it can be concluded that if the work environment and job satisfaction increase, then the level of turnover intention will decrease.

Key words: *Work environment, job satisfaction, turnover intention level*