

ABSTRACT

Human resources are one of the supporting factors of the company in achieving company targets, the strength of the application of culture in the company and the commitment of employees must be a concern of the company in order to suppress the desire of employees to leave the company. The purpose of this study was to determine and analyze how organizational commitment, organizational culture, and turnover intention on the employees of PT Industri Telekomunikasi Indonesia (INTI), as well as knowing the magnitude of the influence of organizational commitment and organizational culture on turnover intention.

This research method is a type of causal descriptive research using quantitative methods. This study used a sample of 82 respondents from PT. Indonesian Telecommunications Industry (INTI) by sampling using non probability sampling techniques. The data analysis technique used in the study is multiple linear regression analysis with the help of SPSS-22 application.

Based on the results of research conducted, it can be concluded that the organizational commitment of PT. The Indonesian Telecommunications Industry (INTI) is in the "good" category. The organizational culture of PT. The Indonesian Telecommunications Industry (INTI) is in the "good" category. PT. The Indonesian Telecommunications Industry (INTI) is in the "quite good" category. In the analysis of multiple linear regression shows that organizational commitment and organizational culture simultaneously has a negative effect on turnover intention. But partially both organizational commitment and organizational culture do not affect turnover.

Keywords: Organizational Commitment, Organizational Culture, Turnover Intention