

ABSTRACT

PT. Paripurna Swakarsa has a relatively high turnover because when averaged the annual employee turnover rate is still above 10% of the total employees working at PT. Paripurna Swakarsa South Borneo. Organizational support given to employees is felt to be in accordance with the position at each level, but there are still employees who feel uncomfortable with supervisors. Organizational commitment in PT. Paripurna Swakarsa South Borneo is also still considered not good because employees feel they do not have emotional attachment to other employees. These three aspects have an impact on employee turnover intention PT. Paripurna Swakarsa South Borneo.

This study aims to determine how perceptions of organizational support, organizational commitment, and employee turnover intention and to determine the effect of perceived organizational support on employee turnover intention, the influence of organizational commitment to employee turnover intention and determine the effect of perceived organizational support and organizational commitment to employee turnover intention . PT. Paripurna Swakarsa South Borneo.

The research method used is quantitative methods. The population of this research is the employees of PT. Paripurna Swakarsa South Borneo. The sampling technique in this study used Proportionate Stratified Random Sampling with 288 respondents and randomly used the random.id website. The data that is processed is primary data through a survey using a questionnaire which is then analyzed using a continuum line to describe the data. The analysis technique used in this study is multiple linear regression analysis using SPSS 23.00 for windows.

Based on the results of partial hypothesis testing (t test), it was found that the perception of organizational support and organizational commitment had a negative and significant effect on turnover intention. Based on the results of simultaneous hypothesis testing (f test), the perception of organizational support and organizational commitment significantly influence turnover intention, the coefficient of determination of perceived organizational support for turnover intention is 13.17%, the coefficient of determination of organizational commitment towards turnover intention is 21.99 %. Based on the coefficient of determination simultaneously obtained that the perception of organizational support and organizational commitment affect the employee turnover intention of 24.60%.

Keywords : Perceived Organizational Support, Organizational Commitment, Turnover Intention.