

ABSTRACT

This study was conducted to see the effect of work influence on Employee Turnover Intention at the Head Office of PT Pos Indonesia (Persero) Bandung. This research was conducted using descriptive methods and causality using quantitative methods.

The sampling technique used simple random sampling method because in this study only 946 population and population population as random respondents, so this study used 90 respondents, namely employees of PT Pos Indonesia (Persero) Bandung. The data analysis technique used is descriptive analysis technique and using the t test method. The test results with the t test, then H_0 is rejected and H_a accepted, negative tcount results indicate the opposite direction, so it can be stated that job satisfaction has a negative effect on employee turnover intentions at PT Pos Indonesia (Persero) Bandung.

Based on research on "The Effect of Job Satisfaction on Employee Turnover Intention at PT Pos Indonesia (Persero) Bandung", the results of the following conclusions: The level of employee satisfaction at the PT Pos Indonesia (Persero) Bandung office is in the satisfied category, the level of employee turnover intention at The PT Pos Indonesia (Persero) Bandung office is in the low category, job satisfaction has a significant negative effect on turnover intentions at PT Pos Indonesia, and based on the research results, the researchers provide several suggestions, as follows: PT Pos Indonesia (Persero) Bandung It is hoped that employees will pay more attention to the opportunities given to employees in developing their careers, establish good relationships between superiors and subordinates and guide employees in every company activity, the need for employees to pay more attention and focus on self-development and self-improvement, for example by strengthening h new skills and skills that support work, PT Pos Indonesia (Persero) Bandung, is still placed on it in order to create job satisfaction, one of which is by determining policies regarding the provision of rewards and rewards, because with the intention of large turnover of employees makes company productivity unstable.

Keywords: *Job satisfaction, turnover intention and employee performance.*