

## ABSTARCT

*The banking sector is a business sector that continues to develop and keep abreast of technological developments to date. Banking is a type of business that is included in the service business. The service business will not be separated from the satisfaction assessment of various parties. Satisfaction is something that cannot be separated from measuring the performance of a company's human resources (HR). HR plays an important role in the progress of a company and a key factor in providing services, a source of innovation and creativity through its thinking. This of course will be very relevant and affect the company PT. BRISyariah Bank, which is one of the largest Islamic banks in Indonesia.*

*The purpose of this study is to determine how the satisfaction of employees of PT. Bank BRISyariah for the job itself (X1), Salary (X2), Promotion Opportunity (X3), Supervision (X4), co-workers (X5) and turnover intention (Y) as well as knowing the effect of these job satisfaction factors on turnover Intention both simultaneous or partial. Research has been conducted on 100 employees with classifications for the job satisfaction variable into 5 levels (Not Satisfied, Less Satisfied, Quite Satisfied, Satisfied and Very Satisfied) and for turnover Intention variables of 5 levels (Very Low, Low, Medium, High and Very High ). Data analysis was performed using descriptive methods and multiple linear regression.*

*The results of the descriptive analysis show that 55% of the sample are satisfied with their own work, 35% are not satisfied with their salaries, 49% are quite satisfied with the promotion opportunities provided by the company, 52% are satisfied with the supervision of their superiors and 57% of the samples are satisfied with their colleagues. For the turnover intention variable, the results show that 38% of employees have a high desire to leave the company. The results of the multiple linear regression analysis show that simultaneously job satisfaction factors affect negatively the level of employee turnover intention with a p-value of the F test ( $1.473 \times 10^{-7} < 0.05$ ). After the difference test (t) was carried out, the results showed that there were 2 variables that had a significant negative effect, namely (X2) with a value ( $0.005248 < 0.05$ ) and for (X3) with a value ( $0.0008 < 0.05$ ). Regression coefficients for (X2) (-0.594) and (X3) (-0.793).*

*The conclusion from this research is that the employees of PT. Bank BRISyariah is not satisfied with the salary given, is quite satisfied with the promotion opportunities given, is satisfied with its own work, is supervised by superiors and colleagues and has a high turnover intention. Job satisfaction simultaneously affects employee turnover intention and partially the result shows that job satisfaction factors for salary and promotion opportunities have a negative and significant effect, either simultaneously or partially, on turnover intention.*

**Keywords:** *BRI Syariah, Job Satisfaction, payment, Job Promotion, Turnover Intention.*