

ABSTRACT

CV. Daeng Kuliner Makassar (DKM) is a company engaged in the culinary field in South Sulawesi, especially in Makassar City and Gowa Regency, with nine outlets scattered. CV. Daeng Kuliner Makassar (DKM) has many employees and often faces employees who want to leave their place of work. Often the cause of employees turnover intention is due to attendance, where they cannot follow the attendance regulations applicable to the company.

The purpose of this research was to determine the level of work discipline in CV. Daeng Kuliner Makassar (DKM), knowing the level of turnover intention in CV. Daeng Kuliner Makassar (DKM), and also to find out how much influence work discipline has on turnover intention in CV. Daeng Kuliner Makassar (DKM).

The method used in this research is quantitative. By collecting data through questionnaires to 238 employees of CV. Daeng Kuliner Makassar (DKM) as a sample of population data. The data obtained were processed using IBM SPSS version 26 software. The research results are presented through descriptive analysis techniques, classical assumption tests, and simple linear regression analysis.

The data processing results show that the level of work discipline is in the very good category and turnover intention is in a low category. The coefficient of determination obtained from this research is 58,5%, while the results of the t-test hypothesis have a t count value of -18.250 and a significance level of 0.000. It can be interpreted that H_0 is rejected and H_1 is accepted, where there is a significant negative effect with a large effect of 58,5%.

Suggestions that the author can present in this research for CV. Daeng Kuliner Makassar (DKM) is that companies should monitor the level of employee absenteeism which is a big concern in the results of this research, and also apply effective rewards and punishments to improve employee attendance productivity. In addition, the company is also expected to be able to carry out career development that is more promising for employees to reduce turnover intention.

Keywords: *Work Discipline, Turnover Intention*