

ABSTRACT

PT. Kido Mulia Indonesia is a company engaged in the garment production sector. This company is rooted in the clothing industry which is intended for motorcycle and outdoor users. The background of this research is that there are problems faced by PT. Kido Mulia Indonesia regarding turnover intention and employee performance. The purpose of this research is to analyze and test the effect of turnover intention on employee performance at PT. Kido Mulia Indonesia.

This research employed descriptive quantitative analysis and simple regression analysis. The sampling technique used is probability sampling and simple random sampling using 65 employees working at PT. Kido Mulia Indonesia as respondents.

The results showed that the variable turnover intention at PT. Kido sewing section is included in the medium category, while the employee performance variable is included in the high category. The variable turnover intention is important in improving employee performance at PT. Kido Mulia Indonesia. The turnover intention has a negative and significant effect on the performance of employees of PT. Kido Mulia Indonesia. This study proves that the higher the level of turnover intention, the lower the employee's performance. And conversely, the lower the level of turnover intention, the higher the performance of employees in the company.

Keywords: *Turnover Intention, Employee Performance.*