

ABSTRACT

The way for a business to remain competitive in this competition is to use the potential and resources that the company has. PT Len Industri (Persero) is a company operating in the information technology and electronics industry. PT Len employees play an important role in bringing the company to the peak of success. Organizational support needs to mean appreciating employee contributions, hearing complaints, feeling proud of their work results or achievements, and meeting employee needs. The existence of organizational support provided makes employees feel more satisfied and more committed to their work. Besides Perceived Organizational Support (POS) Another factor that can cause increased turnover intention is organizational commitment. The aim of this research is to get an overview of the conditions perceived organizational support and organizational commitment at PT Len Industri (Persero) and how much influence this condition has on turnover intention.

This research uses a quantitative approach and descriptive research type. This research uses probability sampling using 200 respondents. The analysis technique used is Multiple Linear Regression Analysis carried out using SPSS Version 25 software. Because it uses multiple linear regression analysis, classical assumption tests are also carried out with normality tests, multicollinearity tests and heteroscedasticity tests. To measure the magnitude of the influence, a coefficient of determination test was carried out.

The results of this research from descriptive analysis show that for variables perceived organizational support with a percentage of 81% in the good category, the organizational commitment variable shows a percentage score of 92% in the very good category, the variable turnover intention shows a percentage of 82% in the good category. d. Partially, variable perceived organizational support (X1) has a positive and significant effect on turnover intention at PT Len Industri (Persero), and the organizational commitment variable (X2) has a partially positive and significant effect on turnover intention at PT Len Industri (Persero). Meanwhile, simultaneously, variables perceived organizational support (X1) and organizational commitment (X2) simultaneously have a positive and significant effect on turnover intention at PT Len Industri (Persero).

Keywords: *Perceived Organizational Support, Organizational Commitment, Turnover Intention, Human Resource.*