

ABSTRACT

Turnover intention is one of the important issues in human resource management that impacts organizational stability and performance. Organizational commitment and job satisfaction are considered as factors that influence employees' decisions to retain or leave the company. This study aims to determine the level of employee job satisfaction and how organizational commitment and job satisfaction affect employee turnover intention at PT Prima Lintas Abadi.

This study uses a quantitative approach by distributing questionnaires to the research population, namely all 53 employees of PT Prima Lintas Abadi as a sample to collect data. The questionnaire instruments for the three variables used in this study have been tested for content validity and internal reliability. The collected data will be analyzed using IBM SPSS Statistics 25 with multiple linear regression analysis techniques, namely the F test, t test, and coefficient of determination test.

The results showed that organizational commitment and job satisfaction have a significant and negative influence on the turnover intention of PT Prima Lintas Abadi employees. This means that the higher the level of employee commitment to the company and the higher their satisfaction with work, the lower their intention to leave the company. This is in line with the urgency for companies to strengthen employee commitment and increase job satisfaction on an ongoing basis which will have an impact on the stability and performance of the company in the long run.

Keywords: Turnover Intention, Organizational Commitment, Job Satisfaction, Human Resource Management