

**PENGARUH KEPUASAN KERJA DAN KOMITMEN ORGANISASI  
TERHADAP *TURNOVER INTENTION* KARYAWAN BIAWAK  
WATERSPORTS**

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**Abstrak**

Tingkat *turnover* yang tinggi akan menimbulkan dampak negatif bagi organisasi, hal ini seperti menciptakan ketidakstabilan dan ketidakpastian (*uncertainty*) terhadap kondisi tenaga kerja. *Turnover* yang tinggi juga mengakibatkan organisasi tidak efektif karena perusahaan kehilangan karyawan yang berpengalaman. Penelitian ini bertujuan untuk menganalisis pengaruh variabel kepuasan kerja dan komitmen organisasional terhadap intensi keluar Karyawan Biawak *Watersports* Yogyakarta. Sampel penelitian terdiri dari 44 responden. Sampel yang digunakan sebanyak 44 responden. Analisis data menggunakan SPSS. Penelitian pengujian Hipotesis (1) Kepuasan Kerja berpengaruh negatif signifikan terhadap *turnover intention* karyawan Biawak *Watersports* Yogyakarta, nilai uji t diperoleh pada -2,122 dan nilai signifikan kepuasan kerja 0,040 <0,05. (2) Komitmen Organisasi berpengaruh negatif signifikan terhadap *turnover intention* karyawan Biawak *Watersports* Yogyakarta, nilai uji t diperoleh pada -4,584 dan komitmen organisasi memiliki nilai signifikan 0,000 <0,05. Nilai uji F diperoleh  $F_{hitung}$  sebesar 11,449 > 2,83 dengan probabilitas 0,000 < 0,05. Nilai uji koefisien determinasi ( $R^2$ ) adalah sebesar 0,358. Nilai analisis rata-rata hitung terendah kepuasan kerja adalah 2,48, komitmen organisasi 2,42, dan *turnover intention* 2,18.

**Kata Kunci** : *Kepuasan Kerja, Komitmen Organisasi, Turnover Intention.*

**THE EFFECT OF WORK SATISFACTION AND ORGANIZATIONAL  
COMMITMENTS ON TURNOVER INTENTION OF WATERSPORTS  
BIAWAK EMPLOYEE**

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**Abstract**

*A high turnover rate will have a negative impact on the organization. It is like creating instability and uncertainty on labor conditions. High turnover also makes the organization ineffective because the company loses experienced employees. This study aimed to analyze the variables of job satisfaction and organizational commitment to turnover intention of employee at the Biawak Watersports Yogyakarta. The research sample consisted of 44 respondents. The sample used was 44 respondents. Data were analyzed using SPSS. Research Hypothesis (1) Job Satisfaction rate significant negative on the turnover intention of Biawak Watersports Yogyakarta employees, the  $t$  test value was at -2.122 and the significant value of job satisfaction was  $0.040 < 0.05$ . (2) Organizational Commitment had a significant negative effect on the turnover intentions of Biawak Watersports Yogyakarta employees, the test value obtained at -4,584 and organizational commitment had a significant value of  $0,000 < 0.05$ . The  $F$  test value obtained by  $F_{count}$  was  $11,449 > 2.83$  with a probability of  $0,000 < 0.05$ . The coefficient of determination test ( $R^2$ ) was 0.358. The lowest average value of the analysis of job satisfaction was 2.48, organizational commitment 2.42, and turnover intentions were 2.18.*

**Keywords:** *Job Satisfaction, Organizational Commitment, Turnover Intention*