

**PENGARUH KEPUASAN KERJA, KEPEMIMPINAN DAN KOMITMEN  
ORGANISASI TERHADAP *TURNOVER INTENTION* KARYAWAN  
(STUDI KASUS DI PT NETINDO SOLUTION)**

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**Abstrak**

Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh variabel kepuasan kerja terhadap *turnover intention* karyawan PT. Netindo solution group, (2) pengaruh variabel kepemimpinan terhadap *turnover intention* karyawan PT. Netindo solution group, (3) Pengaruh variabel komitmen organisasi terhadap *turnover intention* karyawan PT. Netindo solution group. Penelitian ini termasuk dalam kategori penelitian kuantitatif. Populasi dalam penelitian ini 234 orang karyawan. Sampel dalam penelitian ini berjumlah 70 orang dengan menggunakan teknik pengambilan sampel yaitu teknik *Purposive Sampling*. Data dikumpulkan dengan kuesioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis data yang digunakan adalah regresi berganda. Hasil penelitian pada taraf signifikan 5% menunjukkan bahwa: (1) kepuasan kerja berpengaruh negatif dan signifikan terhadap *turnover intention* karyawan dibuktikan dengan koefisien beta ( $\beta$ ) sebesar -0.354 dengan  $p=0.002$ ; (2) kepemimpinan berpengaruh negatif dan signifikan terhadap *turnover intention* karyawan dibuktikan dengan koefisien beta ( $\beta$ ) sebesar -0.237 dengan  $p=0.037$ ; (3) komitmen organisasi berpengaruh negatif dan signifikan terhadap *turnover intention* karyawan dibuktikan dengan koefisien beta ( $\beta$ ) sebesar -0.153 dengan  $p=0.036$ . Kontribusi pengaruh kepuasan kerja dan kepemimpinan serta komitmen organisasi terhadap *turnover intention* karyawan sebesar ( $\Delta R^2$ ) 57,0%. sisanya 43,0% dijelaskan oleh variabel lain yang tidak diteliti pada penelitian ini.

**Kata Kunci:** *Kepuasan Kerja dan Kepemimpinan, Komitmen Organisasi Turnover Intention*

**THE EFFECT OF JOB SATISFACTION AND LEADERSHIP ON  
EMPLOYEE INTENTION TOUNOVER WITH ORGANIZATIONAL  
COMMITMENT (CASE STUDY PT. NETINDO SOLUTION GROUP)**

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**Abstract**

*This study aims to determine: (1) The influence of job satisfaction variables on employee turnover intention at PT. Netindo solution group, (2) the influence of leadership variables on employee turnover intention at PT. Netindo solution group, (3) The influence of organizational commitment variables on employee turnover intention at PT. Netindo solution group. This research is included in the category of quantitative research. The population in this study were 234 employees. The sample in this study amounted to 70 people with purposive sampling technique sampling technique. The data were collected using a questionnaire that has been tested for validity and reliability. The data analysis technique used is multiple regression. The results of the study at a significant level of 5% indicate that: (1) job satisfaction has a negative and significant effect on employee turnover intention as evidenced by the beta coefficient ( $\beta$ ) of -0.354 with  $p = 0.002$ ; (2) leadership has a negative and significant effect on employee turnover intention as evidenced by the beta coefficient ( $\beta$ ) of -0.237 with  $p = 0.037$ ; (3) organizational commitment has a negative and significant effect on employee turnover intention as evidenced by the beta coefficient ( $\beta$ ) of -0.153 with  $p = 0.036$ . The contribution of the influence of job satisfaction and leadership and organizational commitment to employee turnover intention is ( $\Delta R^2$ ) 57.0%. the remaining 43.0% is explained by other variables not examined in this study.*

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