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## SUMMARY

Garbaru Purna Nanda Arunika. The Impact of Company Values towards Job Satisfaction, Employee Performance and Turnover Intention in Research and Development Division PT XYZ. Under supervision of Syamsul Maarif and Angraini Sukamawati

Nowadays the development of manufacturing industry in Indonesia is very promising. This can be seen since 1991 manufacturing industry became the backbone of the Indonesian economy. The emergence of electronic products are tightening market competition. The products are made to satisfy the needs and desires of consumers that keep changing over the time. Understanding consumers' needs are very essential to any holder of the brand because each individual has different needs, desires, abilities, and tastes, therefore the products must be tailored to consumer needs.

Behind the intense product competition, turnover intention needs special attention from the company management. By increasing the understanding and application of corporate values to employees, is expected to reduce the rate of turnover at PT XYZ, that over the period 2009 – 2013 is above average the national manufacturing employee turnover rate, and can be increased employee satisfaction and improved employee performance.

This is a quantitative research with census method. All populations in Research and Development PT XYZ are becoming respondent of this research. The purpose of this research is to employee understanding of Company Values, to analyze job satisfaction and employee performance that influenced by company values, and to analyze turnover intention that influenced by job satisfaction and employee performance in PT XYZ

**Keywords:** Competition in Electronics market, company values, job satisfaction, employee performance, turnover intention.

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