SUMMARY

DEDIN NAZARUDIN. The Effect of Job Satisfaction and Organizational Commitment towards Employees Turnover Intention in Pasar Tohaga Bogor Company. Supervised by SYAMSUL MAARIF and SADIKIN KUSWANTO.

Satisfaction is one factor that triggers intention for employee(s) to leave a job. Job satisfaction may predispose a person to leave the organization. The evaluation of various alternatives of jobs will eventually consequence turnover because individuals intending to opt out of organization would have expected more satisfactory job elsewhere. The emergence of turnover intention are based on employees working dissatisfaction in the concerned company.

Other factors that may trigger the intention of employee(s) to leave a job is the organizational commitment. Organizational commitment is a form of individual behavior showing the willingness of employee(s) to fully contribute in the process of achieving organizational goals. This shows that organizational commitment need to be established in order to improve the affection between the individual and the organization.

Method used is the analysis of Structural Equation Modelling (SEM) with the amount of permanent employee population data of 107 people.

The results showed that the effect of job satisfaction on organizational commitment brings significant and positive results. Job satisfaction on turnover intention showed significant and negative results. Organizational commitment towards turnover intention also showed a significant and negative results.

Keywords: job satisfaction, organizational commitment, turnover intentions, structural equation modelling