SUMMARY

YUSDIAN FRIZI HERMANA. Comparison of Influence of Job Satisfaction Factors on Turnover Intention Based on Gender (Case Study: Bank XYZ in Bogor, Indonesia). Supervised by AIDA VITAYALA HUBEIS and ANGGRAINI SUKMAWATI.

Banking industry is one sector that affects the economy of Indonesia and a strategic role in driving the country's economy. Competition in the banking industry more competitive, the establishment of banking companies over the years shows that the banking sector is a potential sector in the economy. Gender issues are social, cultural and refers to the responsibilities, roles, patterns of behavior, quality, and others are masculine and feminine.

Women now bear the same responsibilities as men in the management of business organizations. Employee turnover rate at XYZ Bank during the last three years is likely to increase and mostly occurs in women employees. The increase in the number of employees leaving the show that employees are still not quite satisfied with his work in the company. This study was conducted to determine the factors that influence job satisfaction and employee turnover intentions of men and women in XYZ Bank Branch Bogor.

The research method using SEM (structural equation modeling). The results showed the factors that affect job satisfaction has significant and positive effect on job satisfaction. Cultural organizations also have a significant and positive effect on job satisfaction.

Job satisfaction has a negative and significant impact on turnover intentions. Factors that influence job satisfaction for women employees do not have a significant effect on turnover intention, but for a men employee job satisfaction, factors have a negative and significant impact on turnover intentions. Meanwhile, organizational culture does not have a significant effect on turnover intentions. It means, there has been no effort on the organizational culture at XYZ Bank Branch Bogor to reduce employee turnover intention. It is interesting to study in future studies, whether it occurs only in XYZ Bank Branch Bogor or occurred in other companies too.

Keywords: banking industry, gender issues, job satisfaction factors, organizational culture, SEM, turnover intention.