

SUMMARY

NOVIA ANNISA PUTRI. The Influence of Cohesiveness and Job Satisfaction on Employee Turnover Intention. Supervised by NURMALA K. PANDJAITAN and SADIKIN KUSWANTO.

Turnover is the resignation of employees from where they work either voluntarily or involuntary. The occurrence of turnover usually begins with the turnover intention from employees and this should be anticipated by the company. PT X is among the top 10 national pharmaceutical companies. The high turnover rate at PT X indicates the need to be explored further whether the high turnover is in line with employee turnover intention and see if it is influenced by employee cohesiveness and job satisfaction.

This study uses quantitative approach with questionnaires that distributed to 120 head office employees with convenience sampling method. The result shows that the level of employee cohesiveness of PT X is in the medium category, with the dimension of cohesiveness of task aspect having high appraisal compared to social aspect. Furthermore, for the level of job satisfaction is also in the medium category, with the dimension of work it self has a higher value than payment, promotion, supervisors, and coworkers. Meanwhile, employee's turnover intention rate of PT X is low, because there are still many employees who want to explore their ability in PT X.

The result of structural equation modeling (SEM) analysis shows that the better employee cohesiveness will increase the job satisfaction so that it can decrease the employee's desire to resign from the company. Cohesiveness has a significant positive effect on job satisfaction. In this case cohesiveness plays an important role in improving job satisfaction because having a cohesive group will affect employee satisfaction. Cohesiveness and job satisfaction have a significant negative impact on turnover intention. This suggests that cohesiveness and job satisfaction play an important role in decreasing employee intent turnover, even though the effect of cohesiveness is less than the effect of job satisfaction on turnover intention.

Keywords: cohesiveness, group, job satisfaction, turnover intention