SUMMARY

ENDANG GUNAWAN. Analysis of Factors that Influence Turnover Intention in the News Gathering Division. Dibimbing oleh ANGGRAINI SUKMAWATI dan AIDA VITAYALA HUBEIS.

This purpose of this study to analyze the effect of workload on turnover intention, workload on job satisfaction, competence on job satisfaction, competence on turnover intention, training on job satisfaction and job satisfaction on turnover intention. Data was collected through interviews using a questionnaire. The study was conducted in the MNC Media news gathering division. The analytical method used in this study is Structural Equation Modeling (SEM) and the AMOS 22 approach were used to model the perception of 202 employees in MNC Media division news gathering division. The results showed that the workload has significant effect on decrease in job satisfaction, besides that the workload has not been the main reason for the increasing desire to leave work or company. While training has the effect of increasing job satisfaction from employees towards their employment. Competency has a positive effect on job satisfaction and a negative effect on the turnover intention. While job satisfaction has a positive effect on turnover intention, which means that the lower job satisfaction, the greater desire to leave the company.

Keywords: Workload, Training, Competency, Job Satisfaction and Turnover Intention