

**PENGARUH KEPUASAN KERJA TERHADAP *TURNOVER INTENTION*
DI MEDIASI DENGAN KOMITMEN ORGANISASI PADA KARYAWAN
GEN Z DI PT. SOFTEX INDONESIA PLANT KARAWANG**

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ABSTRAK

Hasil Penelitian ini bertujuan untuk mengetahui Pengaruh Kepuasan Kerja terhadap *Turnover intention* di mediasi dengan Komitmen Organisasi pada karyawan Gen Z di PT. Softex Indonesia Plant Karawang Populasi dalam penelitian ini sebanyak 903 Karyawan. Penentuan sampel menggunakan metode slovin sehingga menghasilkan sampel 100 orang karyawan Gen Z. Dalam Penelitian ini menggunakan kuesioner sebagai pengumpulan data serta uji untuk menguji instrument penelitian ini yaitu menggunakan metode deskriptif. Pengolahan data Primer menggunakan teknik analisis *Statistical Package for Social Science* (SPSS) dengan metode analisis sederhana, analisis jalur dan Pengujian Hipotesis. Hasil t menunjukkan bahwa nilai variabel Tingkat signifikan $0,65 > 0,5$ H1 diterima dan H0 ditolak, $0,57 > 0,5$ H2 diterima dan H0 ditolak, $0,33 > 0,5$ H3 diterima dan H0 ditolak dan hasil analisis jalur t hitung $7,38 > t$ tabel $1,66$ H4 diterima dan H0 ditolak sehingga dapat disimpulkan bahwa Kepuasan Kerja memiliki Pengaruh positif dan signifikan terhadap Komitmen Organisasi, Kepuasan Kerja memiliki Pengaruh positif dan signifikan terhadap *Turnover intention*, Komitmen Organisasi memiliki Pengaruh Positif dan signifikan terhadap *Turnover intention* dan Kepuasan Kerja berpengaruh terhadap *Turnover Intention* melalui Komitmen Organisasi.

Kata Kunci : Kepuasan Kerja, *Turnover intention*, Komitmen Organisasi

**THE EFFECT OF JOB SATISFACTION ON TURNOVER INTENTION
MEDIATED BY ORGANIZATIONAL COMMITMENT IN GEN Z
EMPLOYEES AT PT. SOFTEX INDONESIA PLANT KARAWANG**

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ABSTRACT

The results of this study aim to determine the effect of Job Satisfaction on Turnover intention mediated by Organizational Commitment on Gen Z employees at PT. Softex Indonesia Plant Karawang. The population in this study were 903 employees. Sampling using the slovin method resulted in a sample of 100 Gen Z employees. In this study using a questionnaire as data collection and a test to test this research instrument, namely using descriptive methods. Primary data processing uses Stastitital Package for Social Science (SPSS) analysis techniques with simple analysis methods, path analysis and hypothesis testing. The t results show that the variable value of the significant level of $0.65 > 0.5$ H1 is accepted and H0 is rejected, $0.57 > 0.5$ H2 is accepted and H0 is rejected, $0.33 > 0.5$ H3 is accepted and H0 is rejected and the results of path analysis t count $7.38 > t$ table 1.66 H4 is accepted and H0 is rejected so it can be concluded that Job Satisfaction has a positive and significant influence on Organizational Commitment, Job Satisfaction has a positive and significant effect on Turnover intention, Organizational Commitment has a Positive and significant effect on Turnover intention and Job Satisfaction affects Turnover intention through Organizational Commitment.

Keywords: *Job Satisfaction, Turnover intention, Organizational Commitment*