PENGARUH KEPUASAN KERJA DAN KOMITMEN ORGANISASIONAL AFEKTIF TERHADAP *TURNOVER INTENTION* (SEBUAH STUDI KASUS PADA PT MEDION BANDUNG)

Viktor

ABSTRACT

This study replicates the part of Lum et al. (1998) study that attempted to examine whether job satisfaction & affective organizational commitment affects toward turnover intention. The empirical study was conducted on a sample of PT. Medion Bandung's 147 employees. The outliers, validity, reliability, descriptive analysis & correlation measures were conducted before hypotheses testing. The linear regression analysis was used to examine two hypotheses. The results show that one hypotheses was supported and one hypotheses was not supported. Finding indicates that affective organizational commitment negatively and directly affects on turnover intention. This means that employee's perception for affective organizational commitment negatively and directly effects toward employee's reaction for leaving the company. The implications of these finding were discussed and suggestions for the future research were advanced.

Keywords: turnover intention; affective organizational commitment; and job satisfaction.

DAFTAR ISI

BAB IV HASIL PENELITIAN DAN PEMBAHASAN

BAB V PENUTUP

LAMPIRAN

DAFTAR GAMBAR

DAFTAR TABEL

Halaman

DAFTAR RUMUS