

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh budaya organisasi terhadap kepuasan kerja, motivasi terhadap kepuasan kerja, kepuasan kerja terhadap turnover intention, budaya organisasi terhadap turnover intention, dan motivasi terhadap turnover intention pada karyawan PT ABC. Variabel yang digunakan yaitu sebanyak 4 variabel; budaya organisasi, motivasi, kepemimpinan dan turnover intention. Hasil penelitian menunjukkan bahwa budaya organisasi, berpengaruh terhadap kepuasan kerja karyawan pada PT ABC dengan arah positif, kepemimpinan dan motivasi berpengaruh terhadap turnover intention pada PT ABC dengan arah negatif, serta budaya organisasi dan motivasi berpengaruh terhadap turnover intention melalui kepuasan kerja pada PT ABC dengan arah negatif.

Kata kunci : budaya organisasi, motivasi , kepemimpinan, dan kinerja karyawan

ABSTRACT

This research aims to find out and analyze the influence of organizational culture on job satisfaction, motivation for job satisfaction, job satisfaction on turnover intention, organizational culture on turnover intention, and motivation for turnover intention in PT ABC employees. The variables used are as many as 4 variables; Organizational culture, motivation, leadership and turnover intention. The results showed that organizational culture, influence on employee job satisfaction at PT ABC with a positive direction, leadership and

motivation influence on turnover intention in PT ABC with a negative direction, as well as organizational culture and motivation influences turnover intention through job satisfaction in PT ABC with a negative direction.

Keywords: *organizational culture, motivation, leadership, and employee performance*

