

ABSTRACT

This study aims to examine and analyze the effect of job satisfaction and organizational commitment on turnover intention with person organization fit as a moderating variable on employees of PT Febri Dharma Mandiri. This research is a descriptive research with a quantitative approach. In this study, data were collected using a questionnaire as many as 123 respondents. By reducing the outlier data, the amount of data that can be processed is 109 data. Data analysis used multiple linear regression analysis and Moderated Regression Anlysis (MRA). The results of multiple linear regression analysis show that job satisfaction and organizational commitment partially have a negative and significant effect on turnover intention. Moderated Regression Analysis (MRA) shows that Person organization fit is not able to moderate job satisfaction on turnover intention, while Person organization fit is able to moderate organizational commitment to turnover intention.

Keywords: *job satisfaction, organizational commitment, Person organization fit, turnover intention*

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kepuasan kerja dan komitmen organisasi terhadap *turnover intention* dengan *person organization fit* sebagai variabel moderasi pada karyawan PT Febri Dharma Mandiri. Penelitian ini merupakan penelitian deskriptif dengan pendekatan kuantitatif. Dalam penelitian ini data dikumpulkan dengan menggunakan kuisisioner sebanyak 123 responden. Dengan mengurangi data outlier maka jumlah data yang dapat diolah sebanyak 109 data. Analisis data menggunakan analisis regresi linier berganda dan *Moderated Regression Anlysis* (MRA). Hasil analisis regresi linier berganda menunjukkan bahwa kepuasan kerja dan komitmen organisasi secara parsial berpengaruh negatif dan signifikan terhadap *turnover intention*. *Moderated Regression Anlysis* (MRA) menunjukkan bahwa *Person organization fit* tidak mampu memoderasi kepuasan kerja terhadap *turnover intention*, sedangkan *Person organization fit* mampu memoderasi komitmen organisasi terhadap *turnover intention*.

Kata kunci : Kepuasan kerja, Komitmen organisasi, *Person organization fit*, *turnover intention*