

Analisis pengaruh komitmen organisasi, kepuasan kerja, dan suara karyawan terhadap turnover intention pada industri perkebunan kelapa sawit: studi kasus: karyawan PT. Mentobi Makmur Lestari = Analysis the effect of organizational commitment, job satisfaction, and employee voice on turnover intention in palm oil plantation industry: case study of PT. Mentobi Makmur Lestari

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Abstrak

**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui sejauh mana pengaruh komitmen organisasi, kepuasan kerja, dan suara karyawan terhadap intensi karyawan untuk meninggalkan organisasi (turnover intention) pada PT. Mentobi Makmur Lestari yang bergerak di bidang agrobisnis, industri perkebunan kelapa sawit. Responden dalam penelitian ini yaitu karyawan PT. Mentobi Makmur Lestari yang berlokasi di Jakarta dan Pangkalan Bun, Kalimantan Tengah sebanyak 299 orang. Penelitian ini menggunakan metode regresi linier berganda (multiple regression) dengan perangkat lunak SPSS 25.0. Hasil penelitian menunjukkan komitmen organisasi dan kepuasan kerja berpengaruh negatif terhadap turnover intention. Ditemukan pula, suara karyawan tidak memiliki pengaruh terhadap turnover intention.

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**ABSTRACT**

This study aims to determine the impact of organizational commitment, job satisfaction, and employee voice on employee intention to leave the organization (turnover intention) at PT. Mentobi Makmur Lestari which is one of the organizational engaged in agribusiness, the oil palm plantation industry. Respondents in this study were 299 employees of PT. Mentobi Makmur Lestari, located in Jakarta and Pangkalan Bun, Central Kalimantan. This study uses multiple linear regression (multiple regression) with SPSS 25.0 software. The results showed that organizational commitment and job satisfaction negatively affected turnover intention. The result also found that the voice of employees does not have an effect on turnover intention.