

ABSTRAK

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**“PENGARUH BUDAYA ORGANISASI, *ORGANIZATIONAL JUSTICE*,
TERHADAP *TURNOVER INTENTION* DENGAN KEPUASAN KERJA
SEBAGAI VARIABEL MEDIASI DI PT XYZ”**

(x + 82 pages: 2 gambar, 25 tabel)

Persaingan global membuat perusahaan memiliki tuntutan untuk berkembang lebih pesat. Dengan mengelola sumber daya manusianya lebih baik, salah satunya menekan angka *turnover* untuk tidak tinggi. Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi, *organizational justice* terhadap *turnover intention* dengan kepuasan kerja sebagai variabel mediasi, yang dilakukan berdasarkan fenomena dimana terdapat adanya penurunan jumlah karyawan di PT XYZ. Pengumpulan data dilakukan dengan kuesioner terhadap 176 orang karyawan. Data diolah dengan analisis deskriptif, inferensial, validitas, reabilitas dan uji hipotesis. Penelitian ini menunjukkan bahwa budaya organisasi berpengaruh positif terhadap kepuasan kerja, kepuasan kerja berpengaruh negatif terhadap *turnover intention*, *organizational justice* berpengaruh positif terhadap kepuasan kerja, *organizational justice* berpengaruh negatif terhadap *turnover intention*, lalu kepuasan kerja signifikan memediasi budaya organisasi terhadap *turnover* serta *organizational justice* terhadap *turnover intention*.

Kata kunci : Budaya Organisasi, *Organizational Justice*, *Turnover Intention*,
Kepuasan Kerja

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ABSTRAK

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"THE INFLUENCE OF ORGANIZATIONAL CULTURE, ORGANIZATIONAL JUSTICE, ON TURNOVER INTENTION WITH JOB SATISFACTION AS A MEDIATION VARIABLE AT PT XYZ"

(x + 82 pages: 2 pictures, 25 tables)

Global competition makes companies have demands to grow more rapidly. One of the ways is to manage human resources better, one of which is to reduce the turnover rate so that it is not high. This study aims to determine the effect of organizational culture, organizational justice on turnover intention with job satisfaction as a mediating variable, which is carried out based on the phenomenon where there is a decrease in the number of employees at PT XYZ. Data collection was carried out using a questionnaire on 176 employees. Data is processed by descriptive analysis, inferential, validity, reliability and hypothesis testing. This study shows that organizational culture has a positive effect on job satisfaction, job satisfaction has a negative effect on turnover intention, organizational justice has a positive effect on job satisfaction, organizational justice has a negative effect on turnover intention, then satisfaction work significantly mediates organizational culture on turnover and organizational justice on turnover intention.

Keywords : *Organizational Culture, Organizational Justice, Turnover Intention, Job Satisfaction*

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