

## ABSTRAK

Sumber daya manusia adalah aset penting perusahaan karena perannya dalam kebijakan dan operasional yang menentukan pencapaian tujuan perusahaan. Kualitas dan kepuasan kerja karyawan sangat vital, karena lingkungan kerja yang nyaman dan harmonis dapat meningkatkan kinerja dan kontribusi mereka terhadap keberhasilan perusahaan.

Tujuan penelitian ini adalah untuk mengetahui pengaruh empowerment, work environment, relationship with managers, job satisfaction, employee commitment terhadap intention to remain. Manfaat dari penelitian ini adalah untuk menambah ilmu khususnya untuk mengetahui seberapa besar pengaruh dari empowerment, work environment, relationship with managers, job satisfaction, employee commitment terhadap intention to remain.

Penelitian ini menggunakan metode penelitian kuantitatif dengan menggunakan bantuan SPSS 27.0. Pengumpulan data dilakukan dengan penyebaran kuesioner sejumlah 125 responden dengan karakteristik usia 21 - 58 tahun dan lama bekerja di PT. Aerofood ACS lebih dari 1 tahun.

Hasil penelitian menunjukkan bahwa variabel empowerment berpengaruh signifikan terhadap job satisfaction dengan koefisien regresi sebesar 0,261; variabel work environment berpengaruh signifikan terhadap job satisfaction dengan koefisien regresi sebesar 0,278; variabel relationship with managers berpengaruh signifikan terhadap job satisfaction dengan koefisien regresi sebesar 0,233; variabel pay berpengaruh signifikan terhadap job satisfaction dengan koefisien regresi sebesar 0,299; variabel job satisfaction berpengaruh terhadap variabel employee commitment dengan nilai koefisien regresi sebesar 0,672; dan variabel employee commitment berpengaruh signifikan terhadap variabel intention to remain dengan koefisien regresi sebesar 0,308.

**Kata Kunci:** empowerment, work environment, relationship with managers, pay, job satisfaction, employee commitment, intention to remain.

## **ABSTRACT**

*Human resources are a crucial asset to a company due to their role in policies and operations that determine the achievement of the company's goals. The quality and job satisfaction of employees are vital, as a comfortable and harmonious work environment can enhance their performance and contribution to the company's success.*

*The purpose of this research is to examine the influence of empowerment, work environment, relationship with managers, job satisfaction, and employee commitment on the intention to remain. The benefit of this research is to expand knowledge, particularly in understanding the extent to which empowerment, work environment, relationship with managers, job satisfaction, and employee commitment influence the intention to remain.*

*This study employs a quantitative research method using SPSS 27.0. Data collection was conducted through questionnaires distributed to 125 respondents aged 21-58 years, with a work tenure at PT. Aerofood ACS of more than one year.*

*The results of the study indicate that the empowerment variable significantly affects job satisfaction with a regression coefficient of 0,261; the work environment variable significantly affects job satisfaction with a regression coefficient of 0,278; the relationship with managers variable significantly affects job satisfaction with a regression coefficient of 0,233; the pay variable significantly affects job satisfaction with a regression coefficient of 0,299; the job satisfaction variable affects the employee commitment variable with a regression coefficient of 0,672; and the employee commitment variable significantly affects the intention to remain variable with a regression coefficient of 0,308.*

**Keywords:** *empowerment, work environment, relationship with managers, pay, job satisfaction, employee commitment, intention to remain.*