

ABSTRACT

The purpose of this study was to analyze the effect of organizational culture, leader member exchange, and job satisfaction on intention to leave on contract employees of Muhammadiyah Universities in Yogyakarta. This study uses probability sampling method with the number of samples in this study as many as 117 respondents. Data analysis using Structural Equation Modeling with AMOS 22 and descriptive statistics using SPSS 15.

The results of this study are organizational culture has a negative effect on intention to leave, leader member exchange has no effect on intention to leave, organizational culture has a positive effect on job satisfaction, and job satisfaction has a positive effect on intention to leave.

Keywords: *organizational culture, leader member exchange, job satisfaction, and intention to leave.*

INTISARI

Penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasional, *leader member exchange*, dan kepuasan kerja terhadap *intention to leave* pada karyawan kontrak Perguruan Tinggi Muhammadiyah di Yogyakarta. Penelitian ini menggunakan metode *probability sampling* dengan jumlah sampel dalam penelitian ini sebanyak 117 responden. Analisis data menggunakan *Structural Equation Modelling* dengan *software* AMOS 22 dan statistik deskriptif menggunakan SPSS 15.

Hasil penelitian ini adalah budaya organisasioal berpengaruh negatif terhadap *intention to leave*, *leader member exchange* tidak berpengaruh terhadap *intention to leave*, budaya organisasional berpengaruh positif terhadap kepuasan kerja dan kepuasan kerja berpengaruh positif terhadap *intention to leave*.

Kata kunci: *budaya organisasional, leader member exchange, kepuasan kerja, dan intention to leave.*