

ABSTRACT

This study aims to examine job satisfaction as a variable mediating the relationship between job embeddedness and organizational commitment to turnover intention at PT. Trikarsa Wira Samudera. Turnover intention is a factor in the desire of employees to leave the company that is felt by employees of PT. Trikarsa Wira Samudera. Turnover intention must be considered by companies to increase the level of job embeddedness, organizational commitment and increase employee job satisfaction in the company.

The sample technique in this study used a population of 70 respondents. The questionnaire was used as a data collection technique in this study. Data analysis technique used is path analysis. The results showed that job embeddedness had a positive and significant effect on job satisfaction. Organizational commitment has a positive and significant effect on job satisfaction. Job satisfaction has a negative and significant effect on turnover intention. Job embeddedness has a negative and not significant effect on turnover intention. Organizational commitment has a positive and significant effect on turnover intention. Job satisfaction does not mediate the relationship between job embeddedness and organizational commitment to turnover intention.

Keywords: Job Embeddedness, Organizational Commitment, Job Satisfaction, Turnover Intention