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ANALYSIS THE ROLE OF ORGANIZATIONAL COMMITMENT AND JOB TRAINING SATISFACTION ON TURNOVER INTENTION WITH JOB SATISFACTION AS MEDIATING VARIABLE TOWARD ELECTRICAL MANUFACTURER IN BATAMINDO

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Abstract

The main point of this examination is to examine the interrelation between organizational commitment variable and job training satisfaction variable with job satisfaction variable which are can be the influencer towards employees turnover intention in electrical manufacture industries in Batamindo industrial park.

The object that will be the main research in this study are employees that working in Batamindo industrial park especially in electrical manufacturer. The study methods required in this research is purposive sampling, inwhich means the examination samples have to be indeed meeting the criterias also characteristic from the main point objectives of the examinations. inwhich the emanations methodologys used the structural equation modeling (SEM) method with the smart PLS version 3.2.8 apps to determine the impacts of independent variables (organizational commitment) and (job training satisfaction) and the intervening variables is (job satisfaction) towards dependent variable which is (turnover intention).

The fixed result of this examination show that (organizational commitment) has a significants positive effect on intervening variables (job satisfaction), and the dependent variable (turnover intention), as well as directly or indirectly. And also (job training satisfaction) has a significant positive effect directly or indirectly towards dependent variable (turnover intention) which is with mediating variables (job satisfaction).

Keywords: *Organizational commitment, job training satisfaction, job satisfaction, turnover intention, electrical manufacturer, batamindo*