

*Bachelor Thesis
Management Study Programs
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***ANALYSIS OF THE EFFECT OF TRANSFORMATIONAL LEADERSHIP
TO TURNOVER INTENTION WITH JOB SATISFACTION AND
ORGANIZATIONAL COMMITMENT AS THE MEDIATION OF THE
EMPLOYEE OF FOOD DISTRIBUTOR AT BATAM***

NPM: 1541374
Andreas

Abstract

The author makes this scientific work to investigate and to understand the effect of transformational leadership on the intention to stop working that is mediated by work satisfaction factors and organizational commitment to food distributor employees in the city of Batam. Researchers took data by distributing questionnaires as many as 210 to 10 food distribution companies.

Based on the results of questionnaires and re-collection that was done by the author using the PLS system to process data. From the results of PLS data processing, it can be seen that the relationship between transformational leadership on job satisfaction and the relationship of job satisfaction and turnover intention have a significant effect while transformation leadership and organizational commitment doesn't have a significant effect

Based on the final results of this study, it can be emphasized that it is important to understand and pay attention to all the factors that can influence turnover intention, because the greater the turnover, the progress of the company itself will be hampered and the company performance will be drop.

Keywords: *Transformational Leadership, Job Satisfaction, Organizational Commitment, Turnover Intention,*