

The Influences of Salary Level, Employee Satisfaction, and Organizational Commitment on Turnover Intention

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Abstract

Turnover rate of employees in head office of a retail company in East Jakarta in the last two quarters of 2016 is about 6% and 7%. Though the company targets that the turnover rate of employees in the head office maximum of 5% in each quarter. Research has been conducted to determine the influence of Salary Level, Job Satisfaction, and Organizational Commitment to Turnover Intention (employee turnover) of employees at the head office of a retail company in East Jakarta. The sample in this study were 100 employees taken from 102 population. Data analysis using Partial Least Square (PLS). The results of this study found that Job Satisfaction and Organizational Commitment significantly influence the direction of negative relationship to Turnover Intention, but Salary Level has no significant effect on Turnover Intention. The results showed that employee turnover rate increased in the last two quarters of 2016 due to decreased aspects of job satisfaction and employee commitment to the company.

Keywords

turnover intention, partial least square, salary level, employee satisfaction, organizational commitment,