

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, kepuasan kerja, dan komitmen organisasional secara parsial dan simultan terhadap *turnover intention* karyawan. Penelitian ini dilakukan di Tonys Villas & Resort Seminyak Bali. Populasi menggunakan karyawan Tonys Villas & Resort Seminyak Bali dan sampel sebanyak 44 responden. Teknik analisis data menggunakan Uji Validitas, Uji Reabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien Determinasi, Uji t dan Uji F. Dari hasil penelitian dapat dilihat bahwa : (1) gaya kepemimpinan berpengaruh negatif signifikan terhadap *turnover intention*, dimana diperoleh nilai koefisien regresi -0,395, nilai t-hitung -4,126, dan signifikansi 0,000. (2) kepuasan kerja berpengaruh negatif signifikan terhadap *turnover intention*, dimana diperoleh nilai koefisien regresi -0,143, nilai t-hitung -2,468, dan signifikansi 0,036. (3) komitmen organisasional berpengaruh negatif signifikan terhadap *turnover intention*, dimana diperoleh nilai koefisien regresi -0,321, nilai t-hitung -2,705, dan signifikansi 0,010. (4) secara simultan gaya kepemimpinan, kepuasan kerja, dan komitmen organisasional berpengaruh signifikan terhadap *turnover intention*, dimana diperoleh nilai F-hitung 15,198 dibandingkan dengan nilai f-tabel = 2,839. Persamaan regresi sebesar $Y = -4,010 - 0,395X_1 - 0,143X_2 - 0,321X_3$ dan signifikansi 0,000. Besarnya pengaruh variabel bebas terhadap *turnover intention* adalah 52,1%. Saran yang dapat diberikan peneliti adalah pihak manajemen Tonys Villas & Resort Seminyak Bali lebih meningkatkan lagi gaya kepemimpinan yang telah berjalan dengan baik sehingga dengan adanya atmosfer yang baik maka akan menciptakan kepuasan kerja bagi karyawan serta tercapainya komitmen organisasi yang baik dalam perusahaan, jika hal tersebut dapat berjalan dengan baik maka *turnover intention* akan lebih mudah diturunkan.

Kata kunci: Gaya Kepemimpinan, Kepuasan Kerja, Komitmen Organisasional, *Turnover Intention*.

ABSTRACT

This study aims to determine the effect of leadership style, job satisfaction, and organizational commitment partially and simultaneously on turnover intentions among employees. This research was conducted at Tonys Villas & Resort Seminyak, Bali. The population is Tonys Villas & Resort Seminyak Bali employees and a sample of 44 respondents. Data analysis techniques used were Validity Test, Reliability Test, Classical Assumption Test, Multiple Linear Regression Analysis, Partial Correlation Analysis, Multiple Correlation Analysis, Coefficient of Determination Test, T Test, and F Test. From the results of the study, it can be seen that: (1) leadership style has a significant negative effect on turnover *intention*, where the regression coefficient value is -0.395; the t-count value is -4.126; and the significance level is 0.000. (2) Job satisfaction has a significant negative effect on turnover *intention*, where the regression coefficient value is -0.143, the t-count is -2.468, and the significance is 0.036. (3) Organizational commitment has a significant negative effect on turnover intention, with a regression coefficient of -0.321, a t-count of -2.705%, and a significance level of 0.010. (4) Simultaneously, leadership style, job satisfaction, and organizational commitment have a significant effect on turnover *intention*, where the F-count value is 15.198, compared to the f-table value = 2.839. The regression equation is $Y = -4.010 - 0.395X_1 - 0.143X_2 - 0.321X_3$ and a significance of 0.000. The magnitude of the influence of the independent variables on turnover *intention* is 52.1%. The advice that can be given by researchers is that the management of Tonys Villas & Resort Seminyak Bali further enhances the leadership style that has been going well so that with a good atmosphere it will create job satisfaction for employees and achieve good organizational commitment within the company. If this can go well, then turnover will be easier to take down.

Keywords: Leadership Style, Job Satisfaction, Organizational Commitment, Turnover Intention.