

## **ABSTRACT**

### **THE ESCALATING TURNOVER INTENTION RELATED TO COMMUNICATION AND WORK MOTIVATION AT PT. INDONESIA EVERGREEN AGRICULTURE**

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The purpose of this study was to find out whether communication had an effect on the turnover intention at PT. Indonesia Evergreen Agriculture, work motivation had an effect on the turnover intention at PT. Indonesia Evergreen Agriculture, and communication and work motivation had an effect on the turnover intention at PT. Indonesia Evergreen Agriculture. Turnover intention is the level of movement beyond the boundaries of membership of an organization. If the company's turnover intention increases, the company must spend more to recruit employees again. After recruitment, the company also has to pay additional costs to train these employees. The type of research used is quantitative using the associative method. The data collecting method in this study used primary data using field research techniques, which were interviews and questionnaires. The number of sample was 61 respondents determined by using the stratified random sampling method. The result of the analysis was that communication had an effect on the turnover intention at PT. Indonesia Evergreen Agriculture, work motivation had an effect on the turnover intention at PT. Indonesia Evergreen Agriculture, and communication and work motivation had an effect on the turnover intention at PT. Indonesia Evergreen Agriculture.

Keywords: Communication, Work Motivation and Turnover Intention