

ABSTRACT

THE INFLUENCES OF ORGANIZATIONAL COMMITMENT AND JOB SATISFACTION ON EMPLOYEE TURNOVER IN THE PRODUCTION UNIT OF PT. PALM LAMPUNG PERSADA

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This study aimed to determine the influences of organizational commitment and job satisfaction on employee turnover in the production unit of PT. Palm Lampung Persada. This research used a quantitative approach with an associative method. The data sources consisted of primary and secondary data. Data collection techniques included library research and field research. Then, population was 124 production employees of PT. Palm Lampung Persada in 2025, with a sample size of 30 respondents chosen through purposive sampling. The instrument requirements test included validity and reliability tests, as well as the data analysis requirements test included the normality test, linearity test, and multicollinearity test. The result of the study indicated that organizational commitment and job satisfaction collectively influenced employee turnover in the production unit of PT. Palm Lampung Persada.

Keywords: Organizational Commitment, Job Satisfaction, Employee Turnover

