

## ***ABSTRACT***

*This study aims to determine, analyze, and test the influence of the variables job autonomy, work engagement, and job satisfaction on turnover intention conducted at PT. BPR BKK DEMAK (Perseroda) Demak Regency. This study uses primary data sources obtained through the distribution of research questionnaires to all branches of the company and secondary data obtained from journals, books and some relevant data from companies. The population used is all employees in the company.*

*Data collection was carried out using a questionnaire distribution method with purposive sampling data collection techniques. This study uses data analysis techniques with IBM SPSS 24 application with path analysis and multiple regression methods. Data analysis carried out is validity test, reliability test, classical assumption test, F test, t test, coefficient of determination test, and hypothesis testing.*

*The results of the statistical test analysis showed that the job autonomy variable had a negative and significant effect on turnover intention. Then, the same results were obtained for the work engagement variable which had a negative and significant effect on turnover intention. In addition, it is also known that the job satisfaction variable also has a negative and significant effect on turnover intention.*

*Keywords: Job Autonomy, Work Engagement, Job Satisfaction, Turnover Intention*