

ABSTRACT

The increasingly competitive global environment requires companies to be able to adapt in dealing with problems. One of the problems faced by companies is turnover intention. In order for turnover intention to decrease, organizations can suppress it by increasing job involvement and affective commitment of employees to the organization.

This study aims to test and prove that job involvement affects turnover intention, job involvement affects affective commitment, affective commitment affects turnover intention, and job involvement affects turnover intention through affective commitment. Data collection from this study involved 87 respondents with the main criteria that the respondents were contract and permanent employees of PT BRI Kanwil Semarang and had a work period of ≤ 4 years. The data obtained was then analyzed using the Statistical Package for the Social Sciences (SPSS) which was estimated by Path Analysis using IBM SPSS version 29.

Based on the results of the research conducted, the results show that job involvement has a negative and significant effect on turnover intention. In addition, job involvement has a positive and significant effect on affective commitment. This study also found a negative and significant effect on affective commitment on turnover intention. Then finally, job involvement has a negative and significant effect on turnover intention through affective commitment. Therefore, all hypotheses in this study are supported and this research is expected to be useful for the development of human resource management strategies in an organization or company, especially in matters relating to employee turnover intention and is expected to be a literature for further research.

Keywords: Job Involvement, Turnover Intention, Affective Commitment