

ABSTRACT

This study aims to examine the influence of responsible leadership on organizational commitment with turnover intention as a mediating variable. Based on previous research (Haque et al, 2019) responsible leadership and organizational commitment show a positive relationship between organizations that can use responsible leaders to increase employee organizational commitment.

This research was conducted using a questionnaire method for employees of PT. DSM, a company that operates in the field of processing labor services and was analyzed using regression. The responsible leadership variable will be analyzed for its influence on organizational commitment and its mediation on the desire to move.

The research results show that responsible leadership have a non-significant positive effect on organizational commitment. However, it has a significant negative relationship with turnover intention. This shows that responsible leaders are able to maintain organizational commitment and reduce the level of employee turnover.

Keywords: Responsible leadership, organizational commitment, turnover intention.