

ABSTRACT

The high rate of turnover intention among contract employees in the manufacturing sector can disrupt production stability and increase operational costs. This phenomenon is often triggered by a mismatch between individuals and their jobs, as well as a lack of support from management. This study aims to analyze the influence of person-job fit and supervisor support on turnover intention, with job satisfaction as a mediating variable, among contract production employees at PT Kertas Energi Mulia Jepara.

This study employed a quantitative approach using a survey method. Data were collected through the distribution of structured questionnaires to 135 contract production employees of PT Kertas Energi Mulia Jepara, who were selected using a purposive sampling technique. The data were analyzed using the Structural Equation Modeling–Partial Least Squares SEM-PLS-4 software to examine both direct and indirect relationships among the research variables.

The results show that person-job fit has no significant effect on turnover intention, while supervisor support has a negative and significant effect. Both person-job fit and supervisor support have a positive and significant effect on job satisfaction, and job satisfaction has a negative and significant effect on turnover intention. Job satisfaction mediates the effect of person-job fit on turnover intention (full mediation), and also mediates the effect of supervisor support on turnover intention statistically with a weak effect ($VAF = 18.9\%$). These findings confirm that supervisor support is the strongest factor in reducing turnover intention.

Keywords: *Person-Job Fit, Supervisor Support, Job Satisfaction, Turnover Intention.*