

ABSTRACT

Turnover intention is someone's plan to find other alternative jobs and it has not been formed into a real fact. Procedural justice can give positive influence for employees to reduce their turnover intention in a work place, for instance, procedures that set out the consistency, press the refractation, accuration, etc. Employees' satisfactions have important meaning for a company. Satisfaction as a cognitive and affective responses from an employee against any results of work or other conditions associated with the job, such as salary, work environment, co-workers and superiors (Darmawan, 2013).

The research was done in PT. GrasiaAbadi Semarang. The aim of this research was to find out how is the influence of procedural justice and the employee's satisfaction toward turnover intention. The number of 80 respondents used census sampling technique. Independent variable was procedural justice and employee's satisfaction, dependent variable was turnover intention. Analysis that was used include: validity test, reliability test, assumption classic test and regression analysis.

The result of analysis was found that variable of procedural justice had positive influential and significant toward turnover intention and variable of employee's satisfaction had negative influential toward turnover intention. It used T-test that could be found in procedural justice and employee's satisfaction significant influential toward turnover intention.

Key words: Procedural justice, employee's satisfaction, turnover intention.