

ABSTRACT

This study aims to determine the level of intention to exit the PSP-3 in Central Java province. This study uses the variable perceptions of organizational support and job satisfaction to analyze the influence on the intention to exit the PSP-3. In addition, the study also uses motivation as an intervening variable to analyze the influence of perceptions of organizational support and job satisfaction indirectly to the intention to exit the PSP-3.

The population in this study are all PSP-3 contract workers in Central Java Province. This population totaled 105 PSP-3 are scattered in the District / City Central Java. This study used census method is to give the questionnaire to the entire population of 105 people. Data was collected using a questionnaire method is to provide a list of questions or questionnaires directly to the respondents. Techniques of data analysis in this study using path analysis (path analysis) which is operated through the program SPSS 19.

The results showed that the level of intention to exit the PSP-3 in Central Java province is high. Perceptions of organizational support less directly influence the intention to exit but not directly affected by motivation as an intervening variable, whereas the effect of job satisfaction, both indirectly and indirectly to the intention to exit. According to the results of data processing, variable work motivation and job satisfaction are major factors that most influence on the intention to exit the PSP-3. Therefore, the policy implications of managerial emphasis on variables that have the most impact on intention to exit is through increased motivation and job satisfaction PSP-3.

Key words: *intention to exit, perceived organizational support, job satisfaction, work motivation, PSP-3*