

ABSTRACT

This study examines the effect of job satisfaction and psychological contracts on intention to quit with organizational commitment as an intervening variable. This study aims to examine and analyze the effect of job satisfaction on intention to quit, test and analyze the effect of psychological contracts on intention to quit, test and analyze job satisfaction on organizational commitment, test and analyze psychological contracts on organizational commitment, test and analyze organizational commitment on intention to quit.

The sample of this research is the permanent employees of PT Krakatau steel. The sampling technique used in this study was nonprobability sampling and purposive sampling, with data collection using a questionnaire. There are 200 questionnaires distributed, and 190 questionnaires can be used. The analysis technique used to analyze the data obtained is the Structural Equation Modeling (SEM) technique using AMOS software.

From the results of hypothesis testing, there are several conclusions in this study, namely, there is a negative and significant effect between job satisfaction and intention to quit. So it can be concluded that Hypothesis 1 (H1) is accepted. there is no significant effect between psychological contracts on intention to quit. Then it can be concluded that Hypothesis 2 (H2) is rejected. There is a positive and significant influence between job satisfaction and organizational commitment. So it can be concluded that Hypothesis 3 (H3) is accepted. There is a significant positive effect between psychological contracts on organizational commitment. So it can be concluded that Hypothesis 4 (H4) is accepted. There is a negative and significant influence between organizational commitment to intention to quit. So it can be concluded that Hypothesis 5 (H5) is accepted.

Keywords: Job Satisfaction, psychological contract, intention to quit, organizational commitment