

ABSTRACT

The purpose of this research is to investigate the effects of distributive justice and environment work on employee satisfaction and turnover intention,, and the effect employee satisfaction on turnover intention. The study was conducted at PT. APAC INTI CORPORA, the sample size is about 135 employees who work in production department. Data is processed using the Structural Equation Modelling (SEM) which assisted by application program of Analysis of Moment Structure (AMOS) version 18.0.

According to the analysis, it is concluded as the followings: distributive justice has a positive effect on employee satisfaction (CR = 6,654); distributive justice has a negative effect on turnover intention (CR = -2,212); environment work has a a positive effect on employee satisfaction (CR = 3,015); environment work has a a negative effect on turnover intention (CR = -3,572) and employee satisfaction has a a negative effect on turnover intention (CR = -3,774)

Keyword : Distributive Justice, Environment Work, Employee Satisfaction and Turnover Intention