

***THE INFLUENCE OF ORGANIZATIONAL COMMITMENT AND WORK  
SATISFACTION ON TURNOVER INTENTION PT ENSEVAL PUTERA  
MEGATRADING***

***By***

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This study aims to determine the effect of organizational commitment and job satisfaction on turnover intention. This research uses descriptive research. Respondents in this study were 65 people. Data collection using survey methods. The characteristics of the respondents studied were divided by gender, age and education level. The type of data used in this study is quantitative and qualitative data. Data sources used in this study are primary and secondary data. Job satisfaction negatively affects turnover intention in the employees of the logistics department of PT Enseval Putera Megatrading Tbk. The negative influence of job satisfaction on turnover intention indicates that the higher job satisfaction of an employee, the lower the level of turnover intention. Organizational commitment negatively influences turnover intention in the employees of the logistics department of PT Enseval Putera Megatrading Tbk. The negative influence of organizational commitment on turnover intention indicates that the higher organizational commitment of an employee, the lower the level of turnover intention.

**Key words: Organizational Commitment, Job Satisfaction, Turnover Intention**