STRUCTURAL EQUATION MODELLING ANALYSIS
FOR IDENTIFY INFLUENCED FACTOR IN JOB
SATISFACTION AND TURNOVER INTENTION

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Abstract

Turnover Intention is commonly in business can caused by many things. Turnover Intention and the causes can measured with exogen factors and indikator variabel. The goal of this research is knowing indikator that can measure turnover intention, job satisfaction, quality of supervision, compensation, social support and the each effect of job satisfaction, quality of supervision, compensation, social support to turnover intention variabel. Structural Equation Modelling Analysis is used in this problem. In this research, 100 worker were choosen as samples. The result are indicator of turnover intention, quality of supervision, compensation, social support are significantly. But JS1 and JS2 aren’t significant for measure job satisfaction. Job satisfaction is influenced by quality of supervision and compensation. Variabel turnover intention is influenced by job satisfaction and social support.

Keyword: Turnover Intention, Job Satisfaction, Structural Equation Modelling