

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Iklim Organisasi Dan *Work Ethic* Terhadap *Turnover Intention* Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada PT. Bank Bri (Persero) Tbk. Maninjau. Metode analisis data menggunakan kuesioner, dengan sampel 42 responden. Metode analisis data yang digunakan adalah *SEM*. Berdasarkan hasil penelitian menunjukkan bahwa Terdapat pengaruh positif dan signifikan antara Iklim Organisasi terhadap Kepuasan Kerja. Terdapat pengaruh positif dan tidak signifikan antara *Work Ethic* terhadap Kepuasan Kerja. Terdapat pengaruh positif dan signifikan antara Iklim Organisasi terhadap *Turnover Intention*. Terdapat pengaruh positif dan tidak signifikan antara *Work Ethic* terhadap *Turnover Intention*. Terdapat pengaruh positif dan tidak signifikan antara Kepuasan Kerja terhadap *Turnover Intention*. Kepuasan Kerja tidak memediasi Iklim Organisasi terhadap *Turnover Intention*. Kepuasan Kerja tidak memediasi *Work Ethic* terhadap *Turnover Intention*. Kontribusi variabel Iklim Organisasi dan *Work Ethic* terhadap *Turnover Intention* melalui Kepuasan Kerja Sebagai Variabel Intervening berpengaruh sebesar 86,0% sedangkan sisanya sebesar 14,0% di pengaruhi oleh variabel lain diluar penelitian ini.

Kata Kunci: *Iklim Organisasi, Work Ethic, Kepuasan Kerja, Dan Turnover Intention*

ABSTRACT

The purpose of this study was to find out how much influence Organizational Climate and Work Ethics have on Turnover Intention Through Job Satisfaction as Intervening Variables at PT. Bank BRI (Persero) Tbk. Review. Methods of data analysis using a questionnaire, with a sample of 42 respondents. The data analysis method used is SEM. Based on the results of the study indicate that there is a positive and significant influence between Organizational Climate on Job Satisfaction. There is a positive and not significant effect between Work Ethics on Job Satisfaction. There is a positive and significant influence between Organizational Climate on Turnover Intention. There is a positive and insignificant effect between Work Ethics and Turnover Intention. There is a positive and insignificant effect between Job Satisfaction and Turnover Intention. Job Satisfaction does not mediate Organizational Climate on Turnover Intention. Job Satisfaction does not mediate Work Ethic on Turnover Intention. The contribution of Organizational Climate and Work Ethics variables to Turnover Intention through Job Satisfaction as an Intervening Variable has an effect of 86.0% while the remaining 14.0% is influenced by other variables outside this study.

Keywords: Organizational Climate, Work Ethic, Job Satisfaction, and Turnover Intention