CHAPTER 2

ANALYSIS OF WORK MOTIVATION ON TURNOVER INTENTION THROUGH JOB SATISFACTION AS A MEDIATION VARIABLE FOR EMPLOYEES

(CASE STUDY: PT. BERKAH ADI MAULANA-KEDIRI)

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1. Introduction

Competition in various fields must make the organization or company pay more attention to human resources. Where the turnover that occurs in companies with high capacity will undoubtedly have an impact on the continuity of the company. PT often feels the problem regarding employee turnover. Adi Maulana's blessing, where the indication that is often raised by employees, is based on interviews with the manager of PT. Adi Maulana's benefit is known by the frequent increase in protests against superiors, both in terms of policies issued by companies that do not follow the wishes of employees or terms of compensation that employees feel are insufficient. Apart from that, the results of a survey conducted on several employees stated that there was a sense of a reasonably dense workload, flexible working time being a burdening factor felt by employees.

Overall the number of employees at PT. Adi Maulana-Kediri's blessing is less than 100 employees. The small number of employees positively affects the production process, where the production process does not run every day. The uncertainty of the production process (flexible time) sometimes makes employees disloyal to their jobs, where