

## ***ABSTRACT***

*The Influence of Organizational Commitment, Compensation, and Job Satisfaction on Employee Turnover Intention at PT. XYZ.*

*This study aims to examine the influence of organizational commitment, compensation, and job satisfaction on turnover intention. This research uses a quantitative research method with the object of study being the employees of the Inventory Control Division at PT. XYZ, Branch Tangerang. In this study, the researcher used the saturated sampling technique to collect a sample of 84 respondents. The collected samples were then processed using descriptive data analysis and multiple linear regression analysis techniques with the assistance of the Statistical Package for Social Science (SPSS) software. The findings of the study indicate that organizational commitment has a negative and significant effect on turnover intention, compensation has a negative and significant effect on turnover intention, and job satisfaction has a negative and significant effect on turnover intention.*

*Keywords: Organizational Commitment, Compensation, Job Satisfaction, Turnover Intention*