

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *Perceived overqualification*, kepuasan kerja dan komitmen organisasi terhadap turnover intention. Populasi yang digunakan adalah guru dan karyawan di Sansren Islam School dan Busta Nudden School Thailand yang berjumlah 82 orang. Analisis data menggunakan SPSS 21.0. Hasil penelitian ini menunjukkan bahwa *Perceived overqualification* berpengaruh negative dan signifikan terhadap kepuasan kerja. *Perceived overqualification* berpengaruh negative dan signifikan terhadap komitmen organisasi. *Perceived overqualification* berpengaruh positif dan signifikan terhadap turnover intention. Kepuasan kerja berpengaruh negative dan signifikan terhadap turnover intention. Komitmen organisasi berpengaruh negative dan signifikan terhadap turnover intention. Kepuasan kerja dan komitmen organisasi mampu menjadi variabel intervening antara *Perceived overqualification* terhadap turnover intention.

Kata Kunci: *Perceived Overqualification*, Kepuasan Kerja, Komitmen Organisasi Dan Turnover Intention

## **ABSTRACT**

*This study aims to analyze the influence of Perceived overqualification, job satisfaction and organizational commitment to turnover intention. The population used was teachers and employees at Sansren Islam School and Busta Nudden School Thailand, which amounted to 82 people. Data analysis using SPSS 21.0. The results of this study indicate that Perceived overqualification has a negative and significant effect on job satisfaction. Perceived overqualification has a negative and significant effect on organizational commitment. Perceived overqualification has a positive and significant effect on turnover intention. Job satisfaction has a negative and significant effect on turnover intention. Organizational commitment has a negative and significant effect on turnover intention Job satisfaction and organizational commitment can be an intervening variable between perceived overqualification of turnover intention.*

*Keywords: Perceived Overqualification, Job Satisfaction, Organizational Commitment and Turnover Intention*