

SUMMARY

This study aims to determine the effect of transformational leadership and organizational culture on turnover intention with organizational commitment as a mediating variable. This type of research is a quantitative research. The population in this study were all employees of the *engineering* division of PT. Inti Karya Persada Teknik as many as 484 people. The sampling method used *simple random sampling technique* in order to obtain a sample of 147 people. The data collection method in this study is to use a questionnaire with data sourced from primary data. The analysis technique used is multiple linear regression analysis.

The results showed that transformational leadership has a positive effect on organizational commitment. Organizational culture has a positive effect on organizational commitment. Transformational leadership has a negative effect on turnover intention. Organizational culture has a negative effect on turnover intention. Organizational commitment has a negative effect on turnover intention. Organizational commitment mediates the effect of transformational leadership on turnover intention. Organizational commitment mediates the influence of organizational culture on turnover intention.

Keywords: transformational leadership, organizational culture, turnover intention, organizational commitment

