

ABSTRACT

THE EFFECT OF PERSON-JOB FIT ON INTENTION TO LEAVE THROUGH JOB SATISFACTION

(A Survey of Pegawai Negeri Sipil in West Java)

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The purpose of this study is to determine and analyze the effect of person-job fit on job satisfaction in civil servants in West Java, to determine and analyze the effect of job satisfaction on intention to leave in civil servants in West Java, and to determine and analyze the effect of job satisfaction as a mediating variable between person-job fit and intention to leave in civil servants in West Java. The method used is a survey method with a quantitative approach, while the data collection technique used for primary data is through a questionnaire. Determination of the sample using purposive sampling technique, the analysis tool used in this research is Structural Equation Modeling (SEM), using AMOS 24 software: Person-job fit has a positive effect on job satisfaction, Job satisfaction has a negative effect on intention to leave, and Job satisfaction mediates the relationship between person-job fit and intention to leave.

Keywords : Person-Job Fit, Job Satisfaction, Intention to Leave.