

ABSTRACT

This study aims to examine the impact of employee satisfaction on training and perceptions of organizational support on intention to leave. The mediating role of job involvement between training satisfaction and perceived organizational support on intention to leave was also assessed. Data were collected from employees of telecommunications companies in Semarang aged 40 years and under. This study uses 110 respondents with purposive sampling method. The data obtained were processed using AMOS 24 software. The findings show that training satisfaction and perceived organizational support have a positive effect on employee engagement at work and negatively affect intention to leave. Job engagement in turn has a negative impact on employees' exit intentions. The provision of training should be designed to make it easier for employees to complete their work and provide useful knowledge to develop their careers, so as to increase employee job involvement. In addition, ensuring that employees feel the organization or company provides support to them is very important for work engagement. Work involvement will foster a strong emotional bond between employees and the company, thereby reducing the desire to leave the company.

Keyword: turnover intention, training satisfaction, work engagement, perceived organizational support

