

The Influence of Transformational Leadership Style and Organizational Commitment on Turnover Intention on Radio Republik Indonesia Palembang

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ABSTRACT

This study was conducted to determine the effect of transformational leadership style and organizational commitment on employee turnover intention at Radio Republik Indonesia (RRI) Palembang. The method used was quantitative with an associative approach. The data collection method employed purposive sampling, with a sample consisting of 43 respondents who are civil servants working at Radio Republik Indonesia Palembang, using a questionnaire for data collection. The results of this study show that the transformational leadership style has a t-value of -2.513 and a significance value of 0.016, indicating a significant negative effect of transformational leadership style on turnover intention. Meanwhile, organizational commitment has a t-value of -0.055 and a significance value of 0.956, which means there is no effect of organizational commitment on turnover intention at Radio Republik Indonesia Palembang.

A. INTRODUCTION

The level of success in an organization is significantly influenced by the competence and capacity of human resources it has. One form of employee behavior is the intention to resign, referring to and impacting the employee's decision to quit their job. Some of the factors that affect the intention to leave the company are related to employees include leadership and organizational commitment. (Santi & Kurniati, 2020).

Turnover intention is a key indicator in assessing the effectiveness and efficiency of an organization, including in the field of broadcasting and information services, such as Radio Republik Indonesia (RRI) Palembang. Thus, understanding the factors that influence the intention to resign, such as leadership and commitment to the organization, is crucial.

Suriagiri (2020:50) stated that it has been proposed that the transformational leadership approach is superior to other leadership styles to create a sense of comfort and well-being for its members, as well as in bringing change within an organization.

If leadership in the company is implemented correctly and directed to employees, it will create feelings of trust, pride, dedication, and respect for superiors, as well as motivation to work on desired things. This can increase the commitment of the organization's members.

If there is a bond of feelings among employees in the company, so that the employee will feel the consequences that he will suffer if he does not continue to work in the company. The behavior that companies want from employees is a low desire to resign from their jobs.

In the context of this study, it is important to understand how these three factors interact with each other. Poor leadership can cause a low sense of organizational commitment of employees so that it can cause a desire to leave the organization (turnover).

From the initial survey that has been conducted by the researcher, it was found that there is a problem with the inspirational motivation indicator of the leader of Radio Republik Indonesia (RRI) Palembang, this was obtained by the researcher from an unstructured



interview with several employees. The results say that some leaders of Radio Republik Indonesia (RRI) Palembang are less able to motivate and inspire their members, and the lack of appreciation for employees makes employees feel less appreciated. This affects the organizational commitment of the employees of Radio Republik Indonesia Palembang.

B. THEORETICAL STUDY

Transformational Leadership Style

Burns revealed that transformational leadership is a process of mutually reinforcing leaders and followers to a higher level of morality and motivation (Suriagiri, 2020:53).

Wardani & Listiana (2020:27) explain that transformational leadership is those who convey individual attention and intellectual stimulation to their subordinates or followers. In transformational leadership, followers believe, are amazed, committed, and appreciate their superiors and are eager to give extra from the beginning expected of them.

Busro, Mafra, and Rismansyah (2021) explain that transformational leadership is true leadership in an organization where leaders effectively motivate employees to perform at their best, produce high-quality work for the company, and who inspire and encourage motivation within the company or organization.

Based on the experts' explanations, we can conclude that transformational leadership is a leadership style applied by a leader to influence employee performance, motivate them to increase productivity, and generate positive enthusiasm in the organization to achieve the set goals.

Bass and Jung et al (Suriagiri, 2020:55) reveal that there are several dimensions in transformational leadership styles, namely:

- a. *Idealized influence*
- b. *Inspirational motivation*
- c. *Intellectual stimulation*
- d. *Individualized consideration*

Organizational Commitment

Sagala, Mesiono, & Ananda (2024:2) argue that commitment is a high and complete awareness in a person to do work. Organizational commitment refers to the extent to which employees support a particular organization's goals so that they continue to play an active role as members of the organization.

Organizational commitment can be understood as a form of reflecting employees' trust in their organization and is a process that occurs continuously when the organizational entity expresses its concern for the organization and their desire to succeed and grow. (Insan, 2019:31).

The conclusion that can be drawn is that employees who show loyalty to the organization, have high motivation to stay attached to the organization, actively participate in their work, and show behavior that is in line with what the organization wants to achieve.

Sagala, Mesiono, & Ananda (2024:30) explain the three dimensions of organizational commitment:

- a. *commitment affective*
- b. *continuance commitment*
- c. *normative commitment*

Turnover Intention

Intention is related to an individual's willingness or motivation to perform an action. Ade Imam Suhakim and Yuan Badrianto (2021) explain that turnover is the process in which staff leave a company or organization and a company or organization replaces them, while intention to resign is a measure of whether an employee of a company or organization intends to vacate the place or if the organization intends to remove employees from the place.

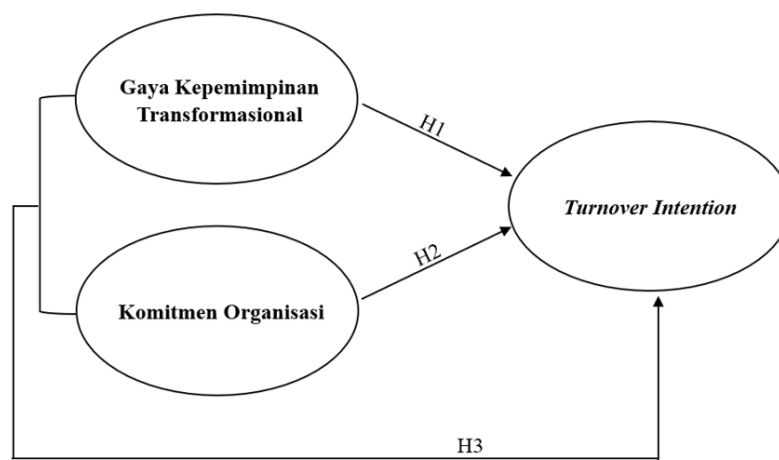
Furthermore, Sari, Aima, & Zefriyenni (2024:3) conclude that turnover intention is an individual's willingness to leave of their own volition or deliberately leave the company and change jobs due to a lack of satisfaction in obtaining a more decent job.

From the description above, in other words, turnover intention is the turnover of inventory, the level or intensity of the willingness to leave a company. There are many reasons for this desire, including the desire to leave the company. Employee mobility, or the coming and departure of employees, is an important phenomenon in the life of an organization.

Sari, et al. (2024:7) put forward 3 dimensions that affect Turnover Intention, namely:

- a. *Thinking of Quitting*
- b. *Intention to search for alternatives*
- c. *Intention to Quit*

Frame of Mind



Thinking Frame Images
Source: Author, 2025

Menurut Sugiyono (2023:96) kerangka pemikiran adalah sintesis mengenai korelasi variabel-variabel dari berbagai paham yang dijelaskan. Paham tentang korelasi variabel tersebut, kemudian digunakan untuk menyusun dugaan sementara.

Deskripsi dari gambar kerangka pikir diatas adalah :

1. H1 menunjukkan gaya kepemimpinan transformasional memiliki pengaruh secara parsial terhadap *turnover intention*.
2. H2 menunjukkan komitmen organisasi memiliki pengaruh secara parsial terhadap *turnover intention*.
3. H3 menunjukkan gaya kepemimpinan transformasional dan komitmen organisasi secara simultan terhadap *turnover intention*.

C. RESEARCH METHODS

The object of this study is a Civil Servant (PNS) who works at the Radio Station of the Republic of Indonesia (RRI) Palembang. The method used in this study is a quantitative research method with an associative approach. (Sugiyono, 2023:16) quantitative based on the ideology of positivism is used to study certain populations or samples by collecting information using study media with statistical data analysis, which aims to evaluate predetermined propositions.

Research Variables

In this study, the variables used are independent variables (X) in this study are transformational leadership style (X1) and organizational commitment (X2). And the dependent variable (Y) in this study is *turnover intention* (Y).

Population and Sample

Populasi

The researcher identified that the employees of the Radio Station of the Republic of Indonesia Palembang have a total population of 86 employees.

Table of Number of Employees of Radio Republic of Indonesia (RRI) Palembang

Work Unit	Number of Employees
Pegawai Negeri Sipil (PNS)	43
Pegawai Bukan PNS (PBPNS)	13
Pegawai Pemerintah dengan Perjanjian Kerja (P3K)	30
Total	86

Source: Arsip LPP RRI Palembang, 2025.

Sample

This research utilizes a *non-probability* sampling method through *purposive sampling techniques*, *purposive sampling* is a data collection technique with certain sources, for example, the employee is considered to understand the most about what we are researching (Sugiyono, 2023:289). In this study, the researcher used a sample of 43 employees consisting of Civil Servants (PNS).

Data Collection Techniques

Sugiyono (2023:296) is of the opinion that information collection can be collected in diverse environments, from different sources, and through various means. In this study, the researcher applied data collection techniques which included documentation, literature studies, and questionnaires.

a) Documentation

According to Sugiyono (2023:124), documentation is a collection of scraps about an event in the form of writing, drawings or photographs or an individual/agency masterpiece. Documentation serves to gather information that will be further analyzed.

b) Literature Study

Sujarweni (2020:94) stated that literature study is an activity that aims to collect information related to the topic or issue being researched. Data was taken from books, journals, scientific papers, and quotes from experts.

c) Questionnaire

The questionnaire describes the procedure for data collection that provides a presentation in the form of a matter or written explanation for participants to respond to (Sugiyono, 2023:199).

Data Analysis Techniques

a. Regresi Linier Berganda

In parallel, multiple linear regression analysis is applied to think about how dependent variables will change as if independent variables are manipulated (Sugiyono, 2023:262). The multiple regression formula according to Sugiyono, 2023:262.:

$$Y = a + b_1X_1 + b_2X_2$$

Remarks:

Y = *Turnover Intention*

a = Constant values

b_1 = Koefisien Regresi X_1

b_2 = Koefisien Regresi X_2

X_1 = Transformational Leadership Style

X_2 = Organizational Commitment

b. Correlation Coefficient Analysis

(Jabnabillah and Margina, 2022) *Pearson's product-moment correlation coefficient* (r) is aimed at determining the level of correlation strength between variables, represented by the correlation coefficient (r). The evaluation criteria are:

1. If the Significant number shows less than 0.05, then there is a correlation
2. If the Significant number shows more than 0.05, then there is no correlation
3. If the number Significant = 0.05 thus, the results of the Pearson correlation test can be compared with table r based on the corresponding position:
 - a. If the value of the Pearson correlation test is greater than the number of the table, there is a relationship between the variables concerned.
 - b. If the value of the Pearson correlation test is smaller than the r table, it can be interpreted that there is no relationship between the variables.

c. Coefficient Determination Analysis

Ariani, Hadiyatno, & Anam (2023:147) coefficient of determination (R^2) aims to assess the ability of a model to explain variations in independent variables. The following is the formula for calculating the coefficient of determination according to Ariani, et al. (2023:147) :

$$Kd = (r^2) \times 100\%$$

Description:

Kd = Coefficient of Determination

r^2 = Square of Correlation Coefficient

Uji Hypothesis

a) T test (Parsial)

Sugiyono (2023:258) states that the t-test is aimed at determining whether an independent variable (X) has an individual impact on the dependent variable (Y). This test is a parametric test using t-statistics. Criteria for t-test:

- 1) If the Significant value (sig) is less than 0.05, H_0 is rejected and H_a is accepted.
- 2) If the Significant value (sig) is more than 0.05, H_0 is accepted and H_a will be rejected.

b) Test F (Simultan)

Based on the opinion of Sujarweni (2020:228), the significance of the regression model was tested together by examining the significance value. If the value of Sig. is less than 0.05, it can be said that the independent variable (X) has an influence on the dependent variable (Y). The F test is used to show the impact of the independent variable (X) on the dependent variable (Y) together. F test criteria:

- 1) If the Significant value (sig) is less than 0.05, H_0 is rejected and H_a is accepted.
- 2) If the Significant value (sig) is more than 0.05, H_0 is accepted and H_a will be rejected.



D. RESULTS AND DISCUSSION**Validity Test**

As said by Sugiyono (2023:121), the validity test is the level of compatibility between the data collected by the researcher and the data related to the research subject. Validity test criteria:

1. If r is calculated more than r table, then the questionnaire element is considered valid.
2. If r is calculated less than r table, then the questionnaire element is considered valid.

Transformational Leadership Style Validity Test

Variabel	Indikator	R hitung	Sig	R Tabel	Taraf Sig.	Remarks
Transformational Leadership Style	X1.1	0,713	0,000	0,301	0,05	Valid
	X1.2	0,746	0,000	0,301	0,05	Valid
	X1.3	0,789	0,000	0,301	0,05	Valid
	X1.4	0,794	0,000	0,301	0,05	Valid
	X1.5	0,699	0,000	0,301	0,05	Valid
	X1.6	0,851	0,000	0,301	0,05	Valid
	X1.7	0,789	0,000	0,301	0,05	Valid
	X1.8	0,845	0,000	0,301	0,05	Valid

Source: SPSS output 26 data processed, 2025.

Organizational Commitment Validity Test

Variabel	Indikator	R hitung	Sig	R tabel	Taraf Sig.	Remarks
Organizational Commitment	X2.1	0,728	0,000	0,301	0,05	Valid
	X2.2	0,603	0,000	0,301	0,05	Valid
	X2.3	0,608	0,000	0,301	0,05	Valid
	X2.4	0,871	0,000	0,301	0,05	Valid
	X2.5	0,562	0,000	0,301	0,05	Valid
	X2.6	0,686	0,000	0,301	0,05	Valid

Source: SPSS output 26 data processed, 2025.

Turnover Intention Validity Test

Variabel	Indikator	R hitung	Sig	R tabel	Taraf Sig.	Remarks
Turnover Intention	Y.1	0,805	0,000	0,301	0,05	Valid
	Y.2	0,915	0,000	0,301	0,05	Valid
	Y.3	0,946	0,000	0,301	0,05	Valid
	Y.4	0,960	0,000	0,301	0,05	Valid
	Y.5	0,862	0,000	0,301	0,05	Valid
	Y.6	0,731	0,000	0,301	0,05	Valid

Source: SPSS output 26 data processed, 2025.

As we can see in the table above, each of the variables Transformational Leadership Style, Organizational Commitment and *Turnover Intention* shows that r is greater than r in the table, as well as the Sig. number which is less than 0.05. It can be said that every question/statement item is also declared "valid".

Reliability Test

Explained Sugiyono (2023:121) the purpose of reliability testing is to identify the aids used. Reliability is a measurement of the consistency, accuracy, and stability of the measurement instrument applied. An instrument is considered reliable if the questions in the questionnaire used for the same time still give the same results. Reliability test criteria:

1. *Cronbach alpha* more than 0.60 then reliable.
2. *Cronbach alpha* is less than 0.60 then unreliable.

Reliability Test of Transformational Leadership Style Variables, Organizational Commitment Variables, and Turnover Intention Variables

Variabel	Cronbach' Alpha	Taraf	Remarks
Transformational Leadership Style	0,903	0,60	Reliable
Organizational Commitment	0,769	0,60	Reliable
Turnover Intention	0,927	0,60	Reliable

Source: SPSS output 26 data processed, 2025.

It can be concluded that *Cronbach's alpha* value of each variable exceeds 0.60. Thus all variables are "reliable", and can be used as a valid instrument in statistical testing.

Normality Test

Sugiyono (2023:229) when applying parametric statistics, it is necessary that the data for each variable studied follow the distribution in general. In this study, the Skewness (slope) and Kurtosis (tapering) tests of one sample were used to test the normality distribution of the data. If the score is between -2 and +2, then the data distribution is normal.

Partial Normality Test of Transformational Leadership Style Variables, Organizational Commitment Variables, and Turnover Intention Variables

Variabel	Metode Uji	Skor		α	Remarks
		Skewness	Kurtosis		
Transformational Leadership Style (X1)	Skewness dan Kurtosis	0,32229	-1,52695	-2 sampai +2	Normal
Organizational Commitment (X2)	Skewness dan Kurtosis	-0,19897	0,544483	-2 sampai +2	Normal
Turnover Intention (Y)	Skewness dan Kurtosis	-0,70622	1,765154	-2 sampai +2	Normal

Sumber : Output SPSS 26 data diolah, 2025.

From the table presented, there was a transformational leadership style skewness score of $0.32229 < +2$, and a kurtosis score of $-1.52695 < -2$. The organizational commitment skewness score was $-0.19897 < -2$, and the kurtosis score was $0.544483 < +2$. The skewness *turnover intention* score was $-0.70622 < -2$, and the kurtosis score was $1.765154 < +2$. Thus, in accordance with the basis of decision-making, it is concluded that the variable data of transformational leadership style, organizational commitment and "normal" distributed turnover intention.

Multicollinearity Test

Multicollinearity is aimed at determining the existence of bonds between variables not bound to regression patterns. Multicollinearity arises when two or more independent variables have very solid bonds. A good regression model does not show multicollinearity (Ghozali, 2021:157). Multicollinearity test criteria:

1. If the *variance inflation factor* is greater than 10 or the *tolerance number* is less than 0.01, then there is no multicollineity.
2. If the *variance inflation factor* is less than 10 or the *tolerance number* is less than 0.01, then there is multicollinearity.



Multicollinearity Test of Transformational Leadership Style Variables and Organizational Commitment Variables

Variabel	Tolerance	VIF	Keterangan
Transformational Leadership Style	0,953	1,049	No Multicollinearity Occurs
Organizational Commitment	0,953	1,049	No Multicollinearity Occurs

Source: SPSS output 26 data processed, 2025.

The table tells that the *Tolerance* > 0.10 and the *VIF* < 10.00. Thus, in accordance with the basis for this decision-making, the data on transformational leadership style and organizational commitment are stated to be "no multicollinearity".

Heteroscedasticity Test

Heteroscedasticity testing is intended to assess whether there is an inequality in *residual variance* between observations in regression patterns. If the residual variance is constant, this is known as homoscedasticity, if the *variance varies*, it is called heteroscedasticity. Equations that are not optimal occur in heteroscedasticity and homoskedasticity. (Ghozali, 2021:178). The method used is *Scatterplot* with SPSS version 26. Heteroscedasticity test criteria:

1. If the significance number > 0.05, there will be no heteroscedasticity.
2. If the significant number is < 0.05, it will be heteroscedasticity.

Test of Heteroscedasticity of Transformational Leadership Style Variables and Organizational Commitment Variables

Variabel	Sig.	$\alpha = 0,05$	Keterangan
Transformational Leadership Style	0,098	0,05	No heteroscedasticity occurs
Organizational Commitment	0,197	0,05	No heteroscedasticity occurs

Source: SPSS output 26 data processed, 2025.

From the table, it is known that the Sig. value of the Transformational Leadership Style variable is 0.098 and the Sig value of the Organizational Commitment variable is 0.197. Because the Sig number of the two variables is greater than 0.05, it can be concluded that "there is no heteroscedasticity".

Multiple Linear Regression Analysis

In parallel, multiple linear regression analysis is applied to think about how dependent variables will change as if independent variables are manipulated (Sugiyono, 2023:262).

Formula :

$$Y = a + b_1X_1 + b_2X_2$$

Source: Sugiyono, 2019:262.

Remarks:

- Y = Turnover Intention
a = Nilai Konstanta
 b_1 = Koefisien Regresi X_1
 b_2 = Koefisien Regresi X_2
 X_1 = Transformational Leadership Style
 X_2 = Organizational Commitment

Multiple Linear Regression Analysis Table

Variabel	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	24.971	5.117	
Transformational Leadership Style	-0.301	0.120	-0.377
Organizational Commitment	-0.011	0.193	-0.008

Source: SPSS output 26 data processed, 2025.

The results of the multiple linear regression analysis test above can be obtained the following regression equations:

$$Y = 24.971 - 0.301X_1 - 0.011X_2$$

- α : 24,971 means that if the variables of transformational leadership style and organizational commitment are 0, then the value of the employee *turnover intention* variable is 24,971.
- B1 : Transformational leadership style has a negative influence on employee *turnover intention*, meaning that the higher the transformational leadership style, the lower the *turnover*. Every 1 unit increase in transformational leadership style will decrease 0.301 units of *turnover intention*.
- B2 : Organizational commitment also has a negative effect on *turnover intention*, meaning that the higher the organization's commitment, the lower the *turnover intention*. Every increase of 1 unit of organizational commitment will reduce *turnover intention* by 0.011 units.

Correlation Coefficient & Determination Test

(Jabnabillah and Margina, 2022) The Pearson product-moment correlation coefficient (r) aims to determine the level of strength of the relationship between variables, represented by the correlation coefficient (r). The evaluation criteria are:

1. If the Significant number shows less than < 0.05 , then there is a correlation
2. If the Significant number shows more than 0.05, then there is no correlation
3. If the number Significant = 0.05 thus, the results of the Pearson correlation test can be compared with table r based on the corresponding position:
 - a) If the value of the Pearson correlation test is greater than the number r of the table, there is a relationship between the variables concerned.
 - b) If the value of the Pearson correlation test is less than the r listed in the table, it can be interpreted that there is no relationship between the variables.

Ariani, Hadiyatno, & Anam (2023:147) Basically, the coefficient of determination (R^2) is used to assess the ability of a model to explain variations in independent variables. The coefficient of determination has a value between zero and one. The formula for calculating the coefficient of determination is as follows:

$$Kd = (r^2) \times 100\%$$

Source: Ariani, et al. (2023:147)

Description :

Kd = Coefficient of Determination

r^2 = Square of Correlation Coefficient

Determination Coefficient Test Table

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	.378 ^a	0.143	0.100		4.310

Source: SPSS output 26 data processed, 2025.



Based on the table above, it is known that the value of the determination coefficient (R^2) is 0.143 which shows that the correlation rate between independent variables and dependent variables is 14.3%, meaning that transformational leadership style (X1) and organizational commitment (X2) are influenced and explained by *turnover intention*, the remaining 85.7% is influenced by other variables that are not studied in this study. Such as work pressure, work environment conditions and so on.

To see the level of relationship between transformational leadership style and organizational commitment to turnover intention can be seen from the r coefficient table, the correlation value (r) is 0.378 with a correlation degree of 0.20 – 0.399, this shows that the level of relationship has a weak value, so it has a negative relationship.

T test (Partial)

Sugiyono (2023:258) states that the t-test aims to determine whether an independent variable (X) exerts a partial (individual) influence on the dependent variable (Y). This test is a parametric test using t-statistics. Criteria for t-test:

1. If the Significant value (sig) is less than 0.05, then the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) will be accepted.
2. If the Significant value (sig) is more than 0.05, then the null hypothesis (H_0) is accepted and the alternative hypothesis (H_a) will be rejected.

Test Table t			
Variabel	Sig	$\alpha = 0,05$	Remarks
Transformational Leadership Style (X1)	0,016	0,05	Influential
Organizational Commitment	0,956	0,05	Has no effect

Source: SPSS output 26 data processed, 2025.

The results of the table above show the significance value of transformational leadership style of $0.016 < 0.05$. This means that the transformational leadership style has a significant influence on *the turnover intention* of RRI Palembang employees.

The value of the sig of organizational commitment is $0.956 > 0.05$ which means that the organization's commitment does not have a significant effect on the turnover intention of RRI Palembang employees. This needs to be re-investigated, considering the results that may not be on target or the question/statement items are not representative.

F Test (Simultaneous)

Based on the opinion of Sujarweni (2020:228), the significance of the regression model was tested simultaneously by examining the significance value. If the Sig value is less than 0.05, then it can be said that the independent variable (X) has an effect on the dependent variable (Y). The F test is used to show the influence of an independent variable (X) on a dependent variable (Y) simultaneously. F test criteria:

1. If the Significant value (sig) is less than 0.05, then the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) will be accepted.
2. If the Significant value (sig) is more than 0.05, then the null hypothesis (H_0) is accepted and the alternative hypothesis (H_a) will be rejected.

Tabel hasil Uji F			
Variabel	Sig	α	Remarks
Transformational Leadership Style and Organizational Commitment	0,045	0,05	Signifikan

Source : SPSS output 26 data processed, 2025.

The Sig. value of $0.045 < 0.05$ means that the variables of transformational leadership style and organizational commitment simultaneously have a significant influence on the variable of *employee intention* turnover at Radio Republik Indonesia (RRI) Palembang.

Discussion

The Influence of Transformational Leadership Style on *Turnover Intention* at RRI Palembang

From the output of this study, it was obtained that the calculation was -2.513 and the significance value of $0.016 < 0.05$ indicates that transformational leadership style has a significant negative effect on *turnover intention*. It indicates that the higher the transformational leadership style, the lower the *turnover intention* of Radio Republik Indonesia Palembang employees, and vice versa. The results of this research are also in line with the research results of Suhakim and Badrianto (2021), namely that transformational leadership styles have a negative and significant influence on *turnover intention*.

The Effect of Organizational Commitment on *Turnover Intention* at RRI Palembang

The output of the organizational commitment study in this study had results, counting -0.055 and sig. $0.956 > 0.05$ indicating that there was no significant influence on the *turnover intention* of Radio Republik Indonesia (RRI) Palembang employees. The findings in this research are also commensurate with the results of research by Ardianto and Bukhori (2021) that organizational commitment has no effect on *turnover intention*.

The Influence of Transformational Leadership Style and Simultaneous Organizational Commitment on *Turnover Intention* at RRI Palembang

In this study, the results of the study of transformational leadership style and organizational commitment to *turnover intention* resulted in an F with a count of 3.344 and a sig. value of $0.045 < 0.05$ indicating that transformational leadership style and organizational commitment have a significant influence on the *variable turnover intention* together.

It is known that the R square number is 0.143 which means that the transformational leadership style variable and the organizational commitment variable have a simultaneous impact of 14.3% on the *Turnover Intention* variable. The rest ($100\% - 14.3\% = 85.7\%$) were influenced by other elements that were not analyzed, such as work pressure, working environment conditions and so on. This shows that the regression model has limited predictive ability to explain variations in *turnover intention*.

E. CONCLUSION AND SUGGESTIONS

Conclusion

1. The transformational leadership style has a significant negative influence on the turnover intention of employees of Radio Republik Indonesia Palembang.
2. Organizational commitment has no effect on the turnover intention of employees of Radio Republik Indonesia Palembang.
3. The transformational leadership style and organizational commitment together have an influence on the turnover intention of employees of Radio Republik Indonesia Palembang.

Suggestions

1. From the results of this study, we can see that the transformational leadership style has a significant influence on the turnover intention of employees of Radio Republik Indonesia Palembang. Therefore, Radio Republik Indonesia Palembang can consistently apply a transformational leadership style to increase job satisfaction and employee commitment.
2. From the results of this study, we can see that organizational commitment does not have a significant influence in reducing the turnover intention of Radio Republik Indonesia Palembang employees. Therefore, Radio Republik Indonesia Palembang can consider



other factors that are more influential in reducing turnover intention. This still needs to be revealed again.

3. Advice for future researchers is, it is hoped that this study can be a reference, in order to develop and improve this study, the author suggests to consider other variables outside of the variables in this study, such as job stress, transactional leadership, and so on in order to expand the research.

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