

## ABSTARCT

*PT Sigma Metrasys Solution has high employee turnover. This condition will provide negative impacts for the company. There are so many factors will influence employee turnover intention. The objective of this research is to examine the effect of career development and work motivation on turnover intention. The census technique used to collect the data from the employee that already pass the trial period. Total number 66 data are collected from respondents by distributing online questionnaire to the target population. The data analyzed by using descriptive and quantitative by using multiple regression as approach. The result show that career development and work motivation have negative significant impact on turnover intention. These mean that the better career development and work motivation in Metrasys will reduce turnover intention. Therefore, Metrasys should consider these two factors to minimize the turnover intention.*

*Keywords: career development, work motivation, turnover Intention, multiple regression*