

## **ABSTRACT**

*This study aims to examine organizational citizenship behavior as a mediating variable the relationship between job embeddedness to turnover intention at PT. Trikarsa Wira Samudera Banjarmasin. Turnover intention is a factor in the desire of employees to leave the company that is felt by employees of PT. Trikarsa Wira Samudera. Turnover intention must be considered by companies to increase the level of job embeddedness and organizational citizenship behavior in the company.*

*The sample technique in this study using 70 respondents as a population. The questionnaire was used as a data collection in this study. Data analysis methods used is path analysis. The results showed that job embeddedness had a positive and significant effect on organizational citizenship behavior. Organizational citizenship behavior has negative and significant effect on turnover intention. Job embeddedness has a negative and significant effect on turnover intention. Organizational citizenship behavior has mediation the relationship between job embeddedness and turnover intention.*

***Keywords: Job Embeddedness, Organizational Citizenship Behavior, Turnover Intention***