

ABSTRACT

The Influence of Organizational Commitment, Compensation, and Job Satisfaction on Employee Turnover Intention at PT. XYZ.

This study aims to examine the influence of organizational commitment, compensation, and job satisfaction on turnover intention. This research uses a quantitative research method with the object of study being the employees of the Inventory Control Division at PT. XYZ, Branch Tangerang. In this study, the researcher used the saturated sampling technique to collect a sample of 84 respondents. The collected samples were then processed using descriptive data analysis and multiple linear regression analysis techniques with the assistance of the Statistical Package for Social Science (SPSS) software. The findings of the study indicate that organizational commitment has a negative and significant effect on turnover intention, compensation has a negative and significant effect on turnover intention, and job satisfaction has a negative and significant effect on turnover intention.

Keywords: Organizational Commitment, Compensation, Job Satisfaction, Turnover Intention

ABSTRAK

Pengaruh Komitmen Organisasional, Kompensasi, Dan Kepuasan Kerja Terhadap *Turnover Intention* Karyawan Di Pt. XYZ.

Penelitian ini bertujuan untuk menguji pengaruh komitmen organisasional, kompensasi dan kepuasan kerja terhadap *turnover intention*. Penelitian ini menggunakan metode penelitian kuantitatif dengan objek penelitian yaitu karyawan Divisi Inventory Control PT. XYZ Cabang Tangerang. Dalam penelitian ini peneliti menggunakan dengan teknik sampling jenuh untuk mengambil sampel dengan jumlah sebanyak 84 sampel. Sampel yang sudah terkumpul kemudian diolah menggunakan teknik analisis data deskriptif dan analisis regresi linier berganda dengan bantuan *Software Statistical Package for Social Science* (SPSS). Hasil temuan penelitian menunjukkan bahwa komitmen organisasional berpengaruh negatif dan signifikan terhadap *turnover intention*, kompensasi berpengaruh negatif dan signifikan terhadap *turnover intention*, dan kepuasan kerja berpengaruh negatif dan signifikan terhadap *turnover intention*.

Kata Kunci: Komitmen Organisasional, Kompensasi, Kepuasan kerja, *Turnover Intention*