

**PENGARUH KOMITMEN ORGANISASI, KEPUASAN KOMPENSASI,
KEPUASAN KERJA DAN LINGKUNGAN KERJA TERHADAP *TURNOVER*
INTENTIONS (STUDI KASUS PADA PT XYZ, TBK)**

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ABSTRAK

Tingkat *turnover* yang tinggi akan menimbulkan dampak negatif bagi organisasi, seperti menciptakan ketidakstabilan terhadap kondisi tenaga kerja dan peningkatan biaya sumber daya manusia yakni berupa biaya pelatihan yang sudah diinvestasikan pada karyawan sampai biaya rekrutmen dan pelatihan kembali. Penelitian ini bertujuan untuk menganalisis pengaruh komitmen organisasi, kepuasan kompensasi, kepuasan kerja dan lingkungan kerja terhadap intensi keluar. Sampel yang digunakan sebanyak 49 responden yang merupakan karyawan tetap di kantor pusat PT XYZ Tbk. Analisis pengolahan data menggunakan program multiple regresi guna mengetahui pengaruh antara variabel bebas terhadap variabel terikat. Berdasarkan hasil analisis dapat disimpulkan bahwa komitmen organisasi berpengaruh negatif terhadap *turnover* melalui pengujian yang menghasilkan nilai signifikansi (Sig = 0,000). Kepuasan kompensasi berpengaruh negatif terhadap *turnover* (Sig = 0,001), kepuasan kerja yang memiliki pengaruh negatif terhadap *turnover intentions* dengan nilai signifikansinya 0,003, serta lingkungan kerja yang juga berpengaruh negatif terhadap *turnover intention* dengan nilai signifikansi 0,018. Implikasi pembelajaran dan saran-saran untuk penelitian mendatang disediakan dalam penelitian ini.

Kata kunci : komitmen organisasional, kepuasan kompensasi, kepuasan kerja, lingkungan kerja, *turnover intentions*

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THE EFFECT OF ORGANIZATIONAL COMMITMENT, COMPENSATION SATISFACTION, WORK SATISFACTION AND WORK ENVIRONMENT TOWARD TURNOVER INTENTIONS (CASE STUDY AT PT XYZ, TBK)

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ABSTRACT

High rate of turnover leads to adverse effect to an organization, Such problem is likely generating instability and uncertainty towards employment condition and human resources cost rise in forms of training invested to them, recruitment and newly built training program. This research aims to analyze the effect of organizational commitment, compensation satisfaction, work satisfaction and work environment toward turnover intentions. Sample respondents in this research are amounted to 49 respondents which is permanent employees of head office PT XYZ, Tbk. This analysis relies on multiple regression analysis to examine the influence of independent variables toward dependent variable. The study concludes that organizational commitment has a negative influence toward turnover intentions (Sig = 0,000), compensation satisfaction has a negative influence toward turnover intentions as well (Sig = 0,001) and work satisfaction has negative effect on turnover intentions with significancy rate 0,003. And also working environment has negative effect on turnover intention with significancy rate 0,018. All independent variables simultaneously show a significant influence toward turnover intentions. Implications of the study and suggestions for future research are provided.

Keywords : Organizational commitment, compensation satisfaction, work satisfaction, work environment, turnover intentions

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