

## ABSTRAK

Hendi (01619170102)

### **PENGARUH *CAREER MANAGEMENT*, *TRAINING SATISFACTION*, DAN *PAY SATISFACTION* TERHADAP *TURNOVER INTENTION* DENGAN MEDIASI *ORGANIZATIONAL ENGAGEMENT* PADA SEKTOR PERBANKAN (STUDI KASUS PADA BANK XXX)**

Perkembangan teknologi membawa perubahan perilaku konsumen dan tekanan kerja didalam perusahaan, sehingga situasi persaingan yang ketat menyebabkan sumber daya manusia perlu meningkatkan talenta sehingga tetap dapat dipertahankan didalam organisasi. Biaya yang besar kerap dikeluarkan oleh perusahaan agar perkembangan sumber daya manusia yang bekerja didalamnya dapat membawa perusahaan meraih tujuannya. Namun dalam beberapa tahun terakhir sebuah perusahaan perbankan Bank XXX kerap mengalami turnover karyawan yang tinggi, hal ini tentu menyebabkan kerugian baik waktu maupun biaya bagi perusahaan. Penelitian ini bertujuan untuk mengetahui pengaruh *career management*, *training satisfaction*, *pay satisfaction*, dan *organization engagement* terhadap *turnover intention* dari karyawan Bank XXX. Sampel pada penelitian ini berjumlah 33 karyawan yang merupakan populasi dari total karyawan yang bekerja di salah satu cabang Bank XXX, data diolah menggunakan teknik analisis *Structural Equation Modeling Partial Least Square*. Hasil penelitian ini menunjukkan bahwa *career management*, *training satisfaction*, *pay satisfaction*, dan *organization engagement* pada karyawan Bank XXX mampu mempengaruhi *turnover intention*.

**Kata kunci** : *career management*, *training satisfaction*, *pay satisfaction*, *organization engagement*, *turnover intention*

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Technological developments bring about changes in consumer behavior and work pressure within the company, so that the situation of intense competition causes human resources to increase their talents so that they can be maintained in the organization. Large costs are often incurred by companies so that the development of human resources working in them can bring the company to achieve its goals. However, in recent years, a banking company, Bank XXX, has often experienced high employee turnover, which has certainly caused losses in both time and costs for the company. This study aims to determine the effect of *career management*, *training satisfaction*, pay satisfaction, and *organization engagement* towards the *turnover intention* of employees of Bank XXX. The sample in this study amounted to 33 employees who are the population of the total employees who work at a branch of Bank XXX, the data is processed using analysis techniques Structural Equation Modeling Partial Least Square. The results of this study indicate that *career management*, *training satisfaction*, pay satisfaction, and *organization engagement* among employees of Bank XXX are able to influence *turnover intention*.

*Keywords* : *career management*, *training satisfaction*, *pay satisfaction*, *organization engagement*, *turnover intention*