

## ABSTRAK

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### **PENGARUH *COMPENSATION*, *CAREER DEVELOPMENT* DAN *WORK ENVIRONMENT* TERHADAP *TURNOVER INTENTION* DENGAN *JOB SATISFACTION* SEBAGAI VARIABEL MEDIASI PADA PT XYZ DI TANGERANG**

(xiv + 121 halaman; 7 gambar; 19 tabel; 10 Lampiran)

Penelitian bertujuan untuk mengevaluasi pengaruh *Compensation*, *career development*, dan *work environment* terhadap *job satisfaction* dan *turnover intention* karyawan PT. XYZ. Metode penelitian yang digunakan adalah kuantitatif dengan analisis *Structural Equation Modeling (SEM)* melalui pendekatan *Partial Least Square (PLS)*. Populasi penelitian mencakup seluruh karyawan tingkat non staff hingga manajer di PT. XYZ sebanyak 65 orang, dengan teknik sensus. Hasil penelitian menunjukkan bahwa *Compensation* tidak berpengaruh negatif signifikan terhadap *turnover intention*, tetapi *career development* dan *work environment* memiliki pengaruh negatif signifikan. *Compensation* berpengaruh negatif terhadap *job satisfaction*, sementara *career development* dan *work environment* berpengaruh positif signifikan terhadap *job satisfaction*. *Job satisfaction* sendiri memiliki pengaruh positif signifikan terhadap *turnover intention*. Meskipun *Compensation* tidak mampu mengurangi *turnover intention* melalui *job satisfaction*, *job satisfaction* terbukti memediasi pengaruh *career development* dan *work environment* terhadap *turnover intention*. Dengan demikian, *work environment* yang nyaman dan *career development* yang baik dapat meningkatkan *job satisfaction* dan menurunkan *turnover intention*.

Referensi : 131 (2014-2024)

Kata kunci : *Compensation, career development, work environment, turnover intention, job satisfaction*

## **ABSTRACT**

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***THE EFFECT OF COMPENSATION, CAREER DEVELOPMENT, AND  
WORK ENVIRONMENT ON TURNOVER INTENTION WITH JOB  
SATISFACTION AS A MEDIATING VARIABLE***

*(xiv + 121 pages; 7 figures; 19 tables; 10 appendixes)*

*This study aims to evaluate the impact of compensation, career development, and work environment on job satisfaction and turnover intention among employees at PT. XYZ. The research method used is quantitative, employing Structural Equation Modeling (SEM) analysis through a Partial Least Square (PLS) approach. The study population includes all employees from staff to managerial levels at PT. XYZ, totaling 65 individuals, using a sensus technique. The results indicate that compensation does not have negative a significant impact on turnover intention, whereas career development and work environment have a significant negative impact. Compensation negatively affects job satisfaction, while career development and work environment significantly positively affect job satisfaction. Job satisfaction itself has a significant positive impact on turnover intention. Although compensation cannot reduce turnover intention through job satisfaction, job satisfaction is proven to mediate the effect of career development and work environment on turnover intention. Thus, a comfortable work environment and good career development can enhance job satisfaction and reduce turnover intention.*

*Reference : 131 (2014-2024)*

*Keywords : Compensation, career development, work environment, turnover intention, job satisfaction.*