ABSTRACT

The purpose of this study is to examine and analysis the effect of compensation, workload and performance appraisal towards employee's out intention. High turnover rate will cause a negative impact for the company, such as creating instability and uncertainty of labor conditions and the increasing cost of human resources in the form of training costs that have been invested on the employee to the cost of recruitment and retraining. High turnover of PT. XYZ-Bandung rate almost 20% each year also resulted in the company is not effective because the company loses experienced employees and the need to retrain new employees. Therefore lost of business knowledge management and skills insight then competitiveness company. This study used quantitative methods using a type of survey, data collection methods with questionnaires. The population in this study is all employees of PT. XYZ much as 1.340. Sampling technique with stratified random with Slovin formula obtained sample of 267 respondents. Data were analyzed using a multiple linear regression. The results showed that the compensation significantly influences to the employee out intention, the workload significantly influences to the employee out intention and the performance appraisal negative significantly influences to the employee out intention. Based on the result of data processing, it was found that by improving the compensation, workload and performance appraisal could minimize the employee's out intention and at the end will be increasing company's competitiveness.

Keywords : Compensation, Workload , Performance Appraisal Satisfaction, Employee Out intention

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kompensasi, beban kerja dan penilaian kinerja terhadap intensi keluar karyawan. Tingkat keluar karyawan yang tinggi dapat mengakibatkan dampak negative terhadap perusahaan seperti ketidakstabilan dan ketidaknyamanan kondisi karyawan yang mengakibatkan peningkatan biaya sumberdaya manusia dalam hal biaya pelatihan yang telah diinvestasikan maupun untuk perekrutan dan pelatihan ulang. Tingkat keluar karyawan di PT.XYZ-Bandung yang mencapai hampir 20% mengakibatkan perusahaan tidak berjalan efektif dikarenakan kehilangan karyawan yang berpengalaman sehingga memerlukan pelatihan untuk karyawan baru. Studi ini menggunakan metode kuantitatif, dengan tipe survei dan pengumpulan data melalui kuesioner. Populasi dalam studi ini adalah seluruh karyawan PT. XYZ – Bandung sebanyak 1.340 karyawan. Teknik *Sampling Probability* dengan Slovin formula sebesar 267 responden. Analisa data menggunakan Regresi Linear Berganda. Adapun hasil studi menunjukkan bahwa kompensasi, beban kerja dan penilaian kinerja berpengaruh negatif signifikan terhadap intensi keluar karyawan. Dengan peningkatan kompensasi, beban kerja dan penilaian kinerja dapat menekan intensi keluar karyawan sehingga dapat meningkatkan daya saing perusahaan.

Keywords: Kompensasi, Beban Kerja, Penilaian Kinerja, Intensi Keluar Karyawan.

UNIVERSITAS
MERCU BUANA