ABSTRACT

Turnover intention at PT. Batik Air Indonesia increased in every years which are affected by compensation, job insecurity and organizational commitment. This study aims to examine and analyze the effect of compensation, job insecurity, and organizational commitment on the turnover intention the operational directorate employees at PT. Batik Air Indonesia. The kind of research used is quantitative research with survey. The Data are primary data coming from questionnaire which are distribution through to respondents, as well as secondary data. Sampling in this research are 136 respondents, and the analysis method used in this study is using SPSS (Statistical Product and Service Solutions) 21.0 Software. The method of analysis used is multiple linear regression. The results from this research showed that (1) compensations had a negative and significant effect to turnover intention; (2) job insecurity had a positife but and significant effect to turnover intention; (3) organizational commitment had a negative and significant effect to turnover intention. (4) compensation, job insecurity and organizational commitment simultaneously had a positive significant effect to turnover intention. The conclusion of this research is turnover intention could be reduce by increase the compensation, decrease the job insecurity and organizational commitment.

Keywords: Compensation, Job Insecurity, Organizational Commitment, and Turnover Intention

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ABSTRAK

T*urnover intention* pada PT. Batik Air Indonesia meningkat setiap tahunnya yang dipengaruhi oleh; kompensasi, *job insecurity,* dan komitmen organisasi. Penelitian ini bertujuan menguji dan menganalisis pengaruh antara kompensasi, *job insecurity*, dan komitmen organisasi, terhadap karyawan di direktorat operasional pada PT. Batik Air Indonesia. Jenis penelitian yang digunakan adalah kuantitatif dengan survey. Data penelitian merupakan data primer yang didapat dari penyebaran data kuesioner terhadap responden. Sampling yang digunakan sebesar 136 responden dan teknik analisis yang digunakan dalam penelitian ini adalah dengan menggunakan *software* SPSS 21.0. Metode analisis yang digunakan adalah regresi linier berganda. Hasil penelitian menunjukan (1) kompensasi berpengaruh negatif dan signifikan terhadap *turnover intention*; (2) *job insecurity* berpengaruh positif dan signifikan terhadap *turnover intention*; (3) komitmen organisasi berpengaruh negatif dan signifikan terhadap *turnover intention*; (4) kompensasi, *job insecurity* dan komitmen organisasi secara bersama-sama berpengaruh positif signifikan terhadap *turnover intention*. Kesimpulan penelitian ini adalah *turnover intention* bisa dikurangi melalui peningkatan kompensasi, penurunan *job insecurity*, dan peningkatan komitmen organisasi.

Kata kunci: *Kompensasi, Job Insecurity, Komitmen Organisasi, dan Turnover Intention.*