

ABSTRACT

This research conducted to assess the effect of transformational leadership and compensation to engagement and the implication for turnover intention in PT X. The design method which been used is a quantitative – explanatory research. Sampling technique that had been used is a probability sampling, stratified random sampling. The research population is 8.540 employee, by using Yount Tabel the sample needed is 300 respondent. The research analyze by Structural Equation Model (SEM) alternative method by SmartPLS 3.0 application. The result shown that transformational and engagement effect significantly positive to the employee's engagement. From two exogenous variable, compensation has the biggest effect to engagement. Compensation also effect significantly negative to employee's turnover intention.

Key Words: turnover intention, engagement, compensation, transformational leadership, SEM PLS

ABSTRAK

Penelitian ini dilakukan untuk menguji pengaruh kepemimpinan transformasional dan kompensasi terhadap tingkat *engagement* karyawan serta implikasinya terhadap *turnover intention* di PT X. Desain penelitian yang digunakan adalah penelitian kuantitatif eksplanatori. Teknik pengambilan sampel dilakukan dengan *probability sampling* secara *stratified random sampling*. Jumlah populasi sebanyak 8.540 karyawan dengan tabel yount ditemukan sampel sebesar 300 responden. Analisis penelitian dilakukan dengan *Structural Equation Model (SEM)* metode alternatif dengan *Partial Least Square (PLS)* yang dijalankan melalui perangkat lunak SmartPLS 3.0. Hasil dari penelitian menunjukkan bahwa kepemimpinan transformasional dan kompensasi berpengaruh positif signifikan terhadap *engagement* karyawan. Dari kedua variabel eksogen, variabel kompensasi mempunyai pengaruh yang paling besar terhadap variabel *engagement*. Kompensasi juga berpengaruh negatif secara signifikan terhadap *turnover intention* karyawan.

Kata kunci : *turnover intention, engagement, kompensasi, kepemimpinan transformasional, SEM PLS*