

## **ABSTRACT**

*This study aims to analyze the effect of compensation, career development on organizational commitment and its implications for employee turnover intention at PT Serasi Autoraya headquarters. This type of research is quantitative and the population of all employees. The sample selection is done by simple random sampling technique (Slovin 10% error tolerance) so that 77 sample respondents are found. Data were analyzed using the Structural Equation Model with the Smart PLS software program. The results showed compensation and career development had a positive and significant effect on organizational commitment partially or simultaneously. Compensation and career development do not significantly influence turnover intention. Compensation, career development, and organizational commitment have a negative and significant influence on turnover intention partially and simultaneously. Organizational commitment mediates the effect of compensation and career development on turnover intention. Companies can conduct compensation reviews regularly, conduct work evaluations every three months 360 degrees and create a cultural internalization program to increase employee engagement.*

**Keyword:** *compensation, career development, organizational commitment  
turnover intention*



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## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kompensasi, pengembangan karir terhadap komitmen organisasi serta implikasinya terhadap *turnover intention* karyawan kantor pusat PT Serasi Autoraya. Jenis penelitian kuantitatif dan populasi seluruh karyawan. Pemilihan sampel dilakukan dengan teknik *simple random sampling (slovin 10% error tolerance)* sehingga ditemukan 77 responden sampel. Data dianalisis menggunakan *Structural Equation Model* dengan program *software Smart PLS*. Hasil penelitian menunjukkan kompensasi dan pengembangan karir berpengaruh positif dan signifikan terhadap komitmen organisasi secara parsial maupun simultan. Kompensasi dan pengembangan karir tidak berpengaruh signifikan terhadap *turnover intention*. Kompensasi, pengembangan karir, dan komitmen organisasi memiliki pengaruh negatif dan signifikan terhadap *turnover intention* secara parsial dan simultan. Komitmen organisasi memediasi pengaruh kompensasi dan pengembangan karir terhadap *turnover intention*. Perusahaan dapat melakukan review kompensasi secara berkala, melakukan penilaian kerja per tiga bulan secara 360 derajat dan membuat program internalisasi budaya untuk meningkatkan *engagement* karyawan.

**Kata kunci:** kompensasi, pengembangan karir, komitmen organisasi, *turnover intention*



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