

ABSTRACT

This study aims to examine the effect of Work Environment, Compensation, and Workload on Employee Turnover Intention at PT Prima Hotel Indonesia. The sample of this study were employees who worked at PT Prima Hotel Indonesia. Sampling using Nonprobability technique is saturated sample or often called total sampling because the number of employees is 109 people. This research was carried out quantitatively with multiple linear regression analysis method, by testing the statistical test hypothesis t. The results of this study can be concluded that the magnitude of the effect of the work environment variable, compensation, and workload on turnover intention is 73% while the remaining 27% is influenced by other variables outside the research such as organizational culture, work motivation, leadership, job stress, and etc. Working environment and compensation simultaneously have a negative and significant effect on turnover intention, while workload have a positive and significant effect on turnover intention.

Keywords: Work Environment, Compensation, Workload and Turnover Intention



ABSTRAK

Penelitian ini bertujuan menguji pengaruh Lingkungan Kerja, Kompensasi, dan Beban Kerja terhadap *Turnover Intention* karyawan di PT. Prima Hotel Indonesia. Sampel penelitian ini adalah karyawan yang bekerja di PT. Prima Hotel Indonesia. Pengambilan sampel menggunakan teknik *Nonprobabilitas* yaitu sampel jenuh atau sering disebut total *sampling* karena jumlah karyawan 109 orang. Penelitian ini dilakukan secara kuantitatif dengan metode analisis regresi linear berganda, dengan pengujian hipotesis uji statistik t. Hasil penelitian ini dapat disimpulkan bahwa besarnya pengaruh variabel lingkungan kerja, kompensasi, dan beban kerja terhadap *turnover intention* sebesar 73 % sedangkan sisanya sebesar 27 % dipengaruhi oleh variabel lain diluar penelitian seperti variabel budaya organisasi, motivasi kerja, kepemimpinan, stress kerja dan lain-lain. Lingkungan kerja dan kompensasi secara simultan berpengaruh negatif dan signifikan terhadap *turnover intention*, sedangkan beban kerja berpengaruh positif dan signifikan terhadap *turnover intention*.

Kata Kunci: Lingkungan Kerja, Kompensasi, Beban Kerja dan *Turnover Intention*

