

ABSTRACT

This study aims to determine and explain the effect of compensation and leadership on organizational commitment and its implications for turnover intention. Respondents are 52 employees (entire population). Data collection was conducted through interviews and questionnaires. Data were analyzed using path analysis (SmartPls 3.0 software) and correlation matrix between dimensions (SPSS 24 software). The results show that: (1) compensation does not have a significant effect on organizational commitment; (2) transformational leadership has no significant effect on organizational commitment; (3) compensation and transformational leadership simultaneously affect organizational commitment; (4) compensation has a significant negative effect on turnover intention; (5) transformational leadership has a significant negative effect on turnover intention; (6) organizational commitment has no effect on turnover intention, (7) compensation, leadership, and organizational commitment simultaneously affect turnover intention.

Keywords: turnover intention, organizational commitment, compensation, and leadership



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ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menjelaskan pengaruh kompensasi dan kepemimpinan terhadap komitmen organisasi dan implikasinya pada *turnover intention*. Responden 52 karyawan (seluruh populasi). Pengumpulan data dilakukan melalui wawancara dan kuisioner. Data dianalisis menggunakan analisis jalur (*software SmartPls 3.0*) dan matriks korelasi antar dimensi (*software SPSS 24*). Hasil penelitian menunjukkan bahwa: (1) kompensasi tidak berpengaruh signifikan terhadap komitmen organisasi; (2) kepemimpinan transformasional tidak berpengaruh signifikan terhadap komitmen organisasi; (3) kompensasi dan kepemimpinan transformasional secara simultan berpengaruh terhadap komitmen organisasi; (4) kompensasi berpengaruh negatif signifikan terhadap *turnover intention*; (5) kepemimpinan transformasional berpengaruh negatif signifikan terhadap *turnover intention*; (6) komitmen organisasi tidak berpengaruh terhadap *turnover intention*; (7) kompensasi, kepemimpinan, dan komitmen organisasi secara simultan berpengaruh terhadap *turnover intention*.

Kata kunci: *turnover intention*, komitmen organisasi, kompensasi, dan kepemimpinan



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