

ABSTRACT

The purpose of this study is to determine the effect of leadership, compensation and career growth to employee turnover intention in PT. XYZ Head Office. The research data is primary data and secondary data. This study used quantitative approach with 87 employees as its respondents. Sampling technique used is disproportionate stratified random sampling. Regression analysis and correlation was used to assess the data. Results of the study suggested that: (1) leadership have a significant negative effect on employee turnover intention (2) compensation has a significant negative effect on employee turnover intention (3) career growth dosen't have a significant negative effect on employee turnover intention (4) all of the Independent Variable have a stronger negative influence on employee turnover intention spontaneously.

Key words : Leadership, Compensation, Career Growth, Turnover Intention



ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan, kompensasi dan pertumbuhan karir terhadap *turnover intention* karyawan kantor pusat PT. XYZ. Data penelitian yang digunakan adalah data primer dan data sekunder. Penelitian ini menggunakan pendekatan kuantitatif dengan jumlah responden 87 orang. Teknik pengambilan sampel yaitu: *disproportionate stratified random sampling*. Metode penelitian yang digunakan dalam penelitian ini adalah regresi linear berganda dan determinasi. Hasil penelitian menunjukkan bahwa: (1) Kepemimpinan berpengaruh negatif dan signifikan terhadap turnover intention (2) Kompensasi berpengaruh negatif dan signifikan terhadap turnover intention (3) Pengembangan karir tidak berpengaruh signifikan terhadap turnover intention (4) Praktik kepemimpinan, kompensasi dan pengembangan karir secara bersama-sama berpengaruh negatif dan signifikan terhadap turnover intention.

Kata Kunci : Kepemimpinan, Kompensasi, Pengembangan Karir, Turnover Intention

