

ABSTRACT

This study aims to examine the effect of organizational culture, transformational leadership, compensation, and career development on job satisfaction and its implications for turnover intention, in employees of PT Kalbe Farma Tbk. The instrument used in this research is a questionnaire to 100 respondents which is then analyzed descriptively and quantitatively. Descriptive analysis in this study is used to provide an overview of the characteristics of respondents and an overview of research variables, while quantitative analysis conducted by SEM – PLS (Partial Least Square) will be used to test the hypothesis in this study. Based on the results of the analysis in this study, the results obtained are that: 1) Organizational Culture has a positive effect on Job Satisfaction; 2) Transformational Leadership has a positive effect on Job Satisfaction; 3) Compensation has a positive effect on job satisfaction; 4) Career development has a positive effect on job satisfaction; 5) Organizational Culture has a negative effect on Turnover Intention; 6) Transformational Leadership has a positive effect on Turnover Intention; 7) Compensation has a negative effect on Turnover Intention; 8) Career Development has a negative effect on Turnover Intention; 9) Job satisfaction has a negative effect on Turnover Intention.

Keywords: Organizational Culture, Transformational Leadership, Compensation, Career Development, Job Satisfaction, Turnover Intention

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh budaya organisasi, kepemimpinan transformasional, kompensasi, serta pengembangan karir terhadap kepuasan kerja dan implikasinya terhadap *turnover intention*, pada karyawan PT Kalbe Farma Tbk. Instrumen yang digunakan dalam penelitian ini berupa kuesioner terhadap 100 responden yang selanjutnya di analisis secara deskriptif dan kuantitatif. Analisis deskriptif dalam penelitian ini digunakan untuk memberikan gambaran mengenai karakteristik responden dan gambaran variabel penelitian, sedangkan analisis secara kuantitatif yang dilakukan dengan SEM – PLS (*Partial Least Square*) akan digunakan untuk menguji hipotesis dalam penelitian ini. Berdasarkan hasil analisis dalam penelitian ini, diperoleh hasil bahwa: 1) Budaya Organisasi berpengaruh positif terhadap Kepuasan Kerja; 2) Kepemimpinan Transformasional berpengaruh positif terhadap Kepuasan Kerja; 3) Kompensasi berpengaruh positif terhadap kepuasan kerja; 4) Pengembangan Karir berpengaruh positif terhadap kepuasan kerja; 5) Budaya Organisasi berpengaruh negatif terhadap *Turnover Intention*; 6) Kepemimpinan Transformasional berpengaruh positif terhadap *Turnover Intention*; 7) Kompensasi berpengaruh negatif terhadap *Turnover Intention*; 8) Pengembangan Karir berpengaruh negatif terhadap *Turnover Intention*; 9) Kepuasan Kerja berpengaruh negatif *Turnover Intention*.

Kata kunci: Budaya Organisasi, Kepemimpinan Transformasional, Kompensasi, Pengembangan Karir, Kepuasan Kerja, *Turnover Intention*

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