

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh Kompensasi, Kepemimpinan, dan Manajemen karir terhadap *Turnover Intention* di PT XYZ. Data penelitian terdiri atas data primer ditambah dengan data sekunder yang diambil dari laporan *monthly turnover rate* tahun 2013-2015, laporan rekap hasil *exit interview*, dan rekap peserta training *functional leadership* yang dikeluarkan oleh Divisi *Human Capital* PT XYZ. Metode sampling yang digunakan adalah *purposive sampling* yang diambil dari populasi karyawan organik pada Divisi *Operasion Supports* dan *Operation Technical* sebanyak 63 orang. Metode analisis yang digunakan dalam penelitian ini adalah analisis regresi linier berganda. Hasil penelitian menunjukkan: Kompensasi berpengaruh negatif dan tidak signifikan terhadap *Turnover Intention*, Kepemimpinan berpengaruh negatif dan signifikan terhadap *Turnover Intention*, dan Manajemen Karir berpengaruh positif dan tidak signifikan terhadap *Turnover Intention*.

Kata kunci: *turnover intention, career management, talent management succession planning, exit interview.*



## ABSTRACT

*This study aimed to analyze the effect of compensation, leadership, and career management on Turnover Intention in PT XYZ. The research data consist of primary data coupled with secondary data drawn from reports of monthly turnover rate in 2013-2015, the report of exit interviews, and the recap of functional leadership training participants issued by the Human Capital Division of PT XYZ. The sampling method used was purposive sampling drawn from the population of organic employees in the Division of Operation Supports and the Division of Operation Technical in total of 63 people. The analytical method used in this research is multiple linear regression analysis. The results showed that: Compensation has negative effect and insignificant on Turnover Intention, Leadership has negative effect and significant on Turnover Intention, and Career Management has positive effect and insignificant on Turnover Intention.*

*Keywords: turnover intention, career management, talent management, succession planning, exit interview.*

