

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kepuasan kerja, kompensasi, dan *turnover intention* terhadap *employee engagement* di PT.PINS Indonesia. Objek untuk penelitian ini adalah karyawan di PT.PINS Indonesia. Penelitian ini dilakukan terhadap 35 responden dengan menggunakan pendekatan deskriptif kuantitatif. Jadi analisis data yang digunakan adalah analisis statistik berupa uji regresi linier berganda. Hasil penelitian ini menunjukkan bahwa secara parsial dan simultan, variabel kepuasan kerja, kompensasi, dan *turnover intention* berpengaruh terhadap *employee engagement* PT.PINS Indonesia. hal ini dibuktikan dari hasil uji simultan (uji F) dan uji parsial (uji t). Kepuasan Kerja secara parsial berpengaruh negatif dan tidak signifikan terhadap *Employee Engagement*. Kompensasi secara parsial berpengaruh positif dan signifikan terhadap *Employee Engagement*. Sedangkan *Turnover Intention* berpengaruh negatif dan signifikan terhadap *Employee Engagement*. Hal ini dibuktikan dari hasil uji partial (uji t). Oleh karena itu, hasil uji dari penelitian ini menyatakan bahwa terdapat pengaruh secara simultan antara kepuasan kerja, kompensasi, dan *turnover intention* terhadap *employee engagement* PT.PINS Indonesia.

Kata kunci : Kepuasan Kerja, Kompensasi, *Turnover Intention*, *Employee Engagement*, PT.PINS Indonesia



ABSTRACT

This research aims to know the influence of job satisfaction, compensation, and turnover intention towards employee engagement in PT. PINS Indonesia. Object to this research is the employees of PT. PINS Indonesia. This research was conducted towards the 35 respondents using a descriptive quantitative approach. So the used data analysis is a statistical analysis in the form of double linear regression test. The results of this research show that partially and simultaneous, variable, compensation, job satisfaction and turnover intention influence on employee engagement PT. PINS Indonesia. This is evidenced from the simultaneous test results (test F) and partial test (test t). Job satisfaction partially negative has effect and does not significantly to Employee Engagement. Compensate partially positive and significant effect against Employee Engagement. While Turnover Intention and significant negative effect towards Employee Engagement. This is evidenced from the partial test results (test t). Therefore, the test results of research posits that there was a simultaneous influence between job satisfaction, compensation, and turnover intention towards employee engagement PT. PINS Indonesia.

Keywords: *Job Satisfaction, Compensation, Turnover Intention, Employee Engagement, PT. PINS Indonesia*

