

ABSTRACT

This study aims to determine and analyze the effect of compensation and workload of turnover intention and performance in Save the Children Indonesia. To find out and analyze the effect of compensation and workload on performance with Turnover Intention as a mediation variable in Save the Children Indonesia. The population in this study were all Save The Children Indonesia employees, as many as 303 people, the sample method used was probability sampling then the sampling technique used a simple random sampling, the number of samples used in this study were 91 employees in Save the Children Indonesia. Data analysis method uses Structural Equation Model (SEM) with the help of the SmartPLS program version 3.2.9. The results of the study in this study indicate that compensation affects Turnover Intention in Save the Children Indonesia. Workload affects Turnover Intention in Save the Children Indonesia. Compensation affects the performance of employees in Save the Children Indonesia. Workload affects the performance of employees in Save the Children Indonesia. Turnover Intention influences the performance of employees in Save the Children Indonesia. Compensation affects the performance of employees by being mediated by Turnover Intention in Save the Children Indonesia. Workload affects the performance of employees by being mediated by Turnover Intention in Save the Children Indonesia.

Keywords : Compensation, Workload, Turnover Intention, Employee Performance.

U N I V E R S I T A S
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ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh kompensasi dan beban kerja terhadap *turnover intention* dan kinerja di Save the Children Indonesia. Untuk mengetahui dan menganalisis pengaruh kompensasi dan beban kerja terhadap kinerja dengan *turnover intention* sebagai variabel mediasi di Save the Children Indonesia. Populasi dalam penelitian ini adalah seluruh karyawan Save the Children Indonesia yaitu sebanyak 303 orang, metode sampel yang digunakan adalah *probability sampling* kemudian teknik pengambilan sampel menggunakan *simple random sampling*, maka jumlah sampel yang digunakan dalam penelitian ini sebanyak 91 karyawan di Save the Children Indonesia. Metode analisis data menggunakan Structural Equation Model (SEM) dengan bantuan program SmartPLS versi 3.2.9. Hasil penelitian dalam penelitian ini menunjukkan bahwa kompensasi berpengaruh terhadap *turnover intention* di Save the Children Indonesia. Beban kerja berpengaruh terhadap *turnover intention* di Save the Children Indonesia. Kompensasi berpengaruh terhadap kinerja karyawan di Save the Children Indonesia. Beban kerja berpengaruh terhadap kinerja karyawan di Save the Children Indonesia. *Turnover intention* berpengaruh terhadap kinerja karyawan di Save the Children Indonesia. Kompensasi berpengaruh terhadap kinerja karyawan dengan dimediasi oleh *turnover intention* di Save the Children Indonesia. Beban kerja berpengaruh terhadap kinerja karyawan dengan dimediasi oleh *turnover intention* di Save the Children Indonesia.

Kata Kunci : Kompensasi, Beban Kerja, *Turnover Intention*, Kinerja Karyawan.

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