

ABSTRAK

Penelitian ini bertujuan untuk menganalisa Pengaruh Kompensasi, *Organizational Citizenship Behavior* (OCB) Terhadap *Turnover Intention*. Populasi dalam penelitian ini adalah 60 karyawan PT. Securindo Packatama Indonesia Thamrin City. Sampel yang digunakan adalah semua total populasi. Metode pengumpulan data menggunakan metode survey, dengan instrument penelitian adalah kuisioner. Metode analisis data menggunakan Partial Least Square. Penelitian ini membuktikan bahwa. Kompensasi berpengaruh negatif terhadap *Turnover Intention*. *Organizational Citizenship Behavior* (OCB) berpengaruh negatif terhadap *Turnover Intention*. Motivasi Kerja berpengaruh negatif terhadap *Turnover Intention*.

Kata kunci : Kompensasi, *Organizational Citizenship Behavior* (OCB), Motivasi Kerja, *Turnover Intention*.



ABSTRACT

This study aims to analyze the Effect of Compensation, Organizational Citizenship Behavior (OCB) on Turnover Intention. The population in this study were 60 employees of PT. Securindo Packatama Indonesia Thamrin City. The sample used is all total population. Data collection methods using survey methods, with research instruments is a questionnaire. Data analysis method uses Partial Least Square. This research proves that. Compensation has a negative effect on Turnover Intention. Organizational Citizenship Behavior (OCB) has a negative effect on Turnover Intention. Work Motivation has a negative effect on Turnover Intention.

Keywords: Compensation, Organizational Citizenship Behavior (OCB), Work Motivation, Turnover Intention.

