

ABSTRAK

Tujuan utama dari penelitian ini adalah untuk mengetahui pengaruh kompensasi, *organizational citizenship behavior* dan motivasi kerja terhadap *turnover intention* di PT. Gunung Slamet Rekso Company dengan menggunakan pendekatan deskriptif kuantitatif. Data dalam penelitian diperoleh dari 60 responden yang merupakan karyawan PT. Gunung Slamet Rekso Company. Analisis data dalam penelitian ini menggunakan metode alternatif dari *structural equation modeling* (SEM) yaitu *partial least square* (PLS). Tahap pertama dalam penelitian ini untuk menguji validitas pernyataan setiap variabel berikut dengan reliabilitasnya. Tahap kedua menguji hubungan antara kompensasi, *organizational citizenship behavior* dan motivasi kerja terhadap *turnover intention*. Hasil dari penelitian ini menyatakan bahwa variabel kompensasi berpengaruh negatif signifikan terhadap *turnover intention*, variabel *organizational citizenship behavior* berpengaruh negatif tidak signifikan terhadap *turnover intention*, dan variabel motivasi kerja berpengaruh positif tidak signifikan terhadap *turnover intention*.

Kata Kunci: Kompensasi, *Organizational Citizenship Behavior*, Motivasi Kerja, *Turnover Intention*



ABSTRACT

The main objective of this study was to determine the effect of compensation, organizational citizenship behavior and work motivation on turnover intention in PT. Gunung Slamet Rekso Company using a quantitative descriptive approach. The data in the study were obtained from 60 respondents who were employees of PT. Gunung Slamet Rekso Company. Data analysis in this study used an alternative method of structural equation modeling (SEM), namely partial least square (PLS). The first stage in this study was to test the validity of the questions for each variable along with its reliability. The second stage examines the relationship between compensation, organizational citizenship behavior and work motivation on turnover intention. The results of this study state that the compensation variable has a negative and significant effect on turnover intention, the organizational citizenship behavior variable has a negative and insignificant effect on turnover intention, and the work motivation variable has a positive and insignificant effect on turnover intention.

Keywords: Compensation, Organizational Citizenship Behavior, Work Motivation, Turnover Intention

