

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, kompensasi dan komitmen organisasi terhadap *turnover intention* karyawan. Dimana diajukan tiga variabel bebas dan satu variabel terikat, yaitu gaya kepemimpinan, kompensasi, dan komitmen organisasi sebagai variabel bebas dan *turnover intention* sebagai variabel terikat. Objek penelitian ini adalah karyawan PT Sari Coffee Indonesia yang berlokasi di Jakarta. Penelitian ini dilakukan terhadap 94 responden menggunakan pendekatan deskriptif kuantitatif dengan metode sampel jenuh. Metode analisis data menggunakan Partial Least Square. Hasil penelitian ini menunjukkan bahwa gaya kepemimpinan berpengaruh negatif dan signifikan terhadap *turnover intention*. Komitmen organisasi berpengaruh negatif dan tidak signifikan terhadap *turnover intention*. Kompensasi berpengaruh positif dan tidak signifikan terhadap *turnover intention* karyawan.

Kata kunci : Gaya Kepemimpinan, Kompensasi, Komitmen Organisasi, *Turnover Intention*



UNIVERSITAS  
MERCU BUANA

## ABSTRACT

*This research aims is to understand influence of leadership style, compensation and organizational commitment to employee turnover intention. There are three independent variables and one dependent variable, namely leadership style, compensation and organizational commitment as the independent variables and turnover intention as dependent variable. The object of this research is employer who works at PT Sari Coffee Indonesia located in Jakarta. This research was done to 94 respondents by using quantitative descriptive approach and saturated sample technique. The data analysis is conducted by using multiple linier regression and is processing by using Partial Least Square. The results of this research shows that leadership style have a negative and significance influence towards turnover intention. Organizational commitment have a negative and not significantly influence towards turnover intention, and compensation has a positive and not significance influence towards turnover intention.*

*Keywords : leadership style, compensation, organizational commitmen, turnover intention*

