

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh yang berasal dari pengembangan karir, beban kerja, dan kompensasi terhadap *turnover intention* pada karyawan PT XYZ.

Populasi penelitian adalah karyawan PT XYZ JATA 2 Area yang berjumlah 378 karyawan, yang sampelnya berjumlah 195 responden (menurut Slovin toleransi kesalahan 5%). Metode analisis data dengan analisis regresi linier berganda untuk menguji beberapa hipotesis.

Hasil yang diperoleh dari penelitian ini, antara lain: 1) Terdapat pengaruh yang kuat antara pengembangan karir terhadap *turnover intention*; 2) Tidak ada reaksi yang timbul dari beban kerja terhadap *turnover intention*; 3) Tidak ada pengaruh antara kompensasi dan *turnover intention*; 4) Adanya reaksi secara simultan antara pengembangan karir, beban kerja, dan kompensasi terhadap *turnover intention*.

Kata kunci : Pengembangan Karir, Beban Kerja, Kompensasi, Turnover Intention.

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ABSTRACT

This research intend to examined that influence which came from career development, workload and compensation towards turnover intention at PT XYZ's employees.

Research population were employees from PT XYZ JATA 2 Area, which amounting to 378 employees, which sample amounted to 195 respondents (by Slovin 5% error tolerance). Data analysis method by multiple linear regression analysis to examined several hypothesis.

Those results that earned from this research, such as : 1) There had strongly influence between career development to turnover intention; 2) There has none reaction which occurs from workload towards turnover intention; 3) There had no impact between compensation and turnover intention; 4) There had simultaneously reacted between career development, workload, and compensation against turnover intention.

Keyword : Career Development, Workload, Compensation, Turnover Intention.

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