

ABSTRACT

This study aimed to examine the influence of organizational culture, transformational leadership, compensation, and career development on job satisfaction and its implications for turnover intention, on employees of PT CBI Ltd. The instrument used in this research was a questionnaire to 202 respondents, who were then analyzed descriptively and quantitatively. Descriptive analysis in this study was used to provide an overview of the characteristics of respondents and a description of the research variables. In contrast, quantitative analysis conducted with SEM-PLS (Partial Least Square) was used to test the hypothesis in this study. Based on the results of the research in this study, the results obtained that: 1) Organisational Culture positively affected Job Satisfaction; 2) Transformational Leadership has positive effect on Job Satisfaction; 3) Compensation has positive effect on job satisfaction; 4) Career Development has a positive effect on job satisfaction; 5) Organisational Culture has a negative effect on Turnover Intention; 6) Transformational Leadership has a positive effect on Turnover Intention; 7) Compensation has a negative effect on Turnover Intention; 8) Career Development negatively affects Turnover Intention; 9) Job Satisfaction negatively affects Turnover Intention. Thus, organizational culture, transformational leadership, compensation, career development, and job satisfaction negatively influenced turnover intention in PT CBI Ltd employees.

- **Keywords:** *Organizational Culture, Transformational Leadership, Compensation, Career Development, Job Satisfaction, Turnover Intention*

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ABSTRAK

Penelitian ini guna menyelidiki bagaimana budaya organisasi, kepemimpinan transformasional, kompensasi, pengembangan karir, dan kepuasan kerja karyawan PT CBI Ltd memengaruhi kepuasan kerja mereka serta niat untuk meninggalkan perusahaan. Analisis kuantitatif dan deskriptif dilakukan menggunakan kuesioner yang diberikan kepada 202 responden. Analisis deskriptif menunjukkan karakteristik responden dan variabel penelitian. Hipotesis penelitian akan diuji melalui analisis kuantitatif yang menggunakan SEM - PLS (*Partial Least Square*). Berdasarkan hasil analisis, penelitian ini menemukan bahwa: 1) Budaya organisasi memengaruhi kepuasan karyawan; 2) Kepuasan Kerja meningkat sebagai akibat dari kepemimpinan transformasional; 3) Kepuasan kerja meningkat karena kompensasi; 4) Kepuasan kerja meningkat sebagai hasil dari pengembangan karier; 5) Budaya perusahaan berdampak negatif pada keinginan untuk meninggalkan pekerjaan; 6) Inisiatif penjualan meningkat berkat kepemimpinan transformasional; 7) Kompensasi memengaruhi niat penjualan; 8) Pengembangan Karir berdampak negatif pada niat penjualan; 9) Kepuasan Kerja berdampak negatif pada keinginan untuk meninggalkan pekerjaan.

Keywords: Budaya Organisasi, Kepemimpinan Transformational, Kompensasi, Pengembangan Karir, Kepuasan Kerja, *Turnover intention*



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