

ABSTRACT

Indications are that there is an increase in employee turnover caused by various reasons. Therefore, companies need to make employee retention efforts to manage turnover so that it can be minimized. This research aims to analyze the influence of compensation, supervisor support and organizational justice on turnover intentions for employees at Branch Office of PT. Bank Negara Indonesia (Persero) Tbk Mataram. The population used in this research were 181 employees using the Structural Equation Modeling (SEM) data analysis method and the Smart-PLS program application. The results of the research show that compensation and supervisor support have a positive effect on turnover intentions, but organizational justice has no significant effect on employee turnover intentions, compensation has a positive effect on employee engagement, supervisor support has a positive effect on employee engagement, organizational justice has a positive effect on employee engagement, there is no influence between engagement. employees with employee turnover intentions, compensation has no effect on turnover intentions through employee engagement, supervisor support has no effect on turnover intentions through employee engagement, organizational justice has no effect on turnover intentions through employee engagement.

Keywords: compensation, supervisor support, organizational justice, turnover intention, employee engagement



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ABSTRAK

Indikasi adanya peningkatan *turnover* karyawan yang disebabkan oleh berbagai alasan. Oleh karena itu, perusahaan perlu melakukan upaya retensi karyawan untuk mengelola *turnover* agar dapat diminimalkan. Penelitian ini bertujuan untuk menganalisis pengaruh pemberian kompensasi, dukungan *supervisor* dan keadilan organisasi terhadap intensi *turnover* karyawan PT. Bank Negara Indonesia (Persero) Tbk Kantor Cabang Mataram. Populasi yang digunakan dalam penelitian ini adalah sebanyak 181 karyawan dengan menggunakan metode analisis data Structural Equation Modeling (SEM) dan aplikasi program Smart-PLS. Hasil penelitian menunjukkan bahwa kompensasi dan dukungan *supervisor* berpengaruh positif terhadap intensi *turnover* namun keadilan organisasi tidak berpengaruh signifikan terhadap intensi *turnover* karyawan, kompensasi berpengaruh terhadap *engagement* karyawan, *supervisor support* berpengaruh positif *engagement* karyawan, keadilan organisasi berpengaruh positif terhadap *engagement* karyawan, tidak terdapat pengaruh antara *engagement* karyawan dengan intensi *turnover* karyawan, kompensasi tidak berpengaruh terhadap intensi *turnover* melalui *engagement* karyawan, dukungan *supervisor* tidak berpengaruh terhadap intensi *turnover* melalui *engagement* karyawan, keadilan organisasi tidak berpengaruh terhadap intensi *turnover* melalui *engagement* karyawan.

Kata Kunci: kompensasi, dukungan *supervisor*, keadilan organisasi, intensi *turnover*, *engagement* karyawan



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