

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh beban kerja dan kompensasi terhadap *turnover intention* melalui kepuasan kerja. Populasi dalam penelitian ini adalah seluruh karyawan yang bekerja di PT.Delta Dunia Sandang Tekstil. Teknik pengambilan sampel dengan *Propotional random sampling*, yaitu teknik pengambilan sampel yang memperhatikan pertimbangan unsur-unsur atau kategori dalam populasi penelitian. Sampel yang diambil sebanyak 100 responden, dengan instrumen penelitian berupa kuesioner. Analisis data menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa beban kerja berpengaruh negatif dan signifikan terhadap kepuasan kerja, kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja. Beban kerja berpengaruh positif dan signifikan terhadap *turnover intention*. Kompensasi berpengaruh negatif dan signifikan terhadap *turnover intention*. Kepuasan kerja berpengaruh negatif dan signifikan terhadap *turnover intention*. Kepuasan kerja mampu memediasi pengaruh beban kerja dan kompensasi terhadap *turnover intention*.

Kata Kunci: Beban Kerja, Kompensasi, Kepuasan Kerja, Dan *Turnover Intention*.

ABSTRACT

This study aims to analyze the effect of workload and compensation on turnover intention through job satisfaction. The population in this study were all employees who worked at PT.Delta Dunia Sandang Tekstil. The sampling technique is proportional random sampling, which is a sampling technique that takes into consideration the elements or categories in the study population. Samples taken as many as 100 respondents, with a research instrument in the form of a questionnaire. Data analysis uses multiple linear regression. The results showed that workload had a negative and significant effect on job satisfaction, compensation had a positive and significant effect on job satisfaction. Workload has a positive and significant effect on turnover intention. Compensation has a negative and significant effect on turnover intention. Job satisfaction has a negative and significant effect on turnover intention. Job satisfaction can mediate the effect of workload and compensation on turnover intention.

Keywords: Workload, Compensation, Job Satisfaction, and Turnover Intention.