

# **TURNOVER INTENTION WITH JOB SATISFACTION AS A MEDIATING VARIABLE EMPLOYEES OF PT BHINNEKA MENTARI DIMENSI**

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## **ABSTRACT**

*The purpose of this research is to determine out and prove the effect of financial compensation on turnover intention, determine and prove the effect of work life balance on turnover intention, determine and prove the effect of financial compensation on turnover intention which is mediated by job satisfaction, determine and prove the effect of work life balance on turnover intention mediated by job satisfaction, as well as determining and proving the influence of job satisfaction on turnover intention. A quantitative approach was used in this research with a sample size of 84 employees of PT Bhinneka Mentari Dimensi using lottery system techniques and Slovin formula calculations. Data processing in this research uses the SmartPLS 4.0 application with the Structural Equation Model (SEM) method based on Partial Least Square (PLS). The results of this study show that (1) financial compensation has a negative and significant effect on turnover intention, (2) work life balance has a negative and significant effect on turnover intention, (3) financial compensation has a negative and significant effect on turnover intention which is mediated by job satisfaction, (4) work life balance has a negative and significant effect on turnover intention which is mediated by job satisfaction, (5) job satisfaction has a negative and significant effect on turnover intention.*

*Keyword: Financial Compensation, Work Life Balance, Turnover Intention, Job Satisfaction*

# **TURNOVER INTENTION DENGAN KEPUASAN KEPUASAN SEBAGAI VARIABEL MEDIASI KARYAWAN PT BHINNEKA MENTARI DIMENSI**

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## **ABSTRAK**

Tujuan dari penelitian ini untuk mengetahui dan membuktikan pengaruh kompensasi finansial terhadap *turnover intention*, mengetahui dan membuktikan pengaruh *work life balance* terhadap *turnover intention*, mengetahui dan membuktikan pengaruh kompensasi finansial terhadap *turnover intention* yang dimediasi oleh kepuasan kerja, mengetahui dan membuktikan pengaruh *work life balance* terhadap *turnover intention* yang dimediasi oleh kepuasan kerja, serta mengetahui dan membuktikan pengaruh kepuasan kerja terhadap *turnover intention*. Pendekatan kuantitatif digunakan pada penelitian ini dengan jumlah sampel sebanyak 84 karyawan PT Bhinneka Mentari Dimensi dengan menggunakan teknik sistem lotre dan perhitungan rumus slovin. Pengolahan data pada penelitian ini menggunakan aplikasi SmartPLS 4.0 dengan metode *Structural Equation Model* (SEM) berbasis *Partial Least Square* (PLS). Hasil penelitian ini menunjukkan bahwa (1) kompensasi finansial berpengaruh negatif dan signifikan terhadap *turnover intention*, (2) *work life balance* berpengaruh negatif dan signifikan terhadap *turnover intention*, (3) kompensasi finansial berpengaruh negatif dan signifikan terhadap *turnover intention* yang dimediasi oleh kepuasan kerja, (4) *work life balance* berpengaruh negatif dan signifikan terhadap *turnover intention* yang dimediasi oleh kepuasan kerja, (5) kepuasan kerja berpengaruh negatif dan signifikan terhadap *turnover intention*.

Kata Kunci: Kompensasi Finansial, *Work Life Balance*, *Turnover Intention*, Kepuasan Kerja