

**ANALISIS *INTENTION TO LEAVE* PADA PERUSAHAAN JASA
(Studi Pada Karyawan Perusahaan Jasa PT Asuransi Allianz Life
di Jakarta)**

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Abstrak

Penelitian ini dilakukan untuk menganalisa pengaruh kompensasi, komitmen organisasional, kepuasan kerja terhadap *intention to leave* karyawan PT Asuransi Allianz Life di Jakarta. Sampel penelitian yang digunakan adalah sebanyak 100 responden yang terdiri dari karyawan divisi PT Asuransi Allianz Life di Jakarta yaitu antara Allianz *Financial Planner Network Business Development, Bancassurance Business Development, Special Channel Business Development, Operation Support Officer, Human Resources* dan *Legal and Compliance*. Analisa data pada penelitian ini menggunakan analisis PLS menggunakan software PLS Versi 3.0.

Hasil penelitian menunjukkan bahwa kompensasi pengaruh yang tidak signifikan terhadap *intention to leave*, komitmen organisasional pengaruh yang tidak signifikan terhadap *intention to leave*, kompensasi pengaruh yang signifikan terhadap *intention to leave* melalui kepuasan kerja, komitmen organisasional pengaruh yang signifikan terhadap *intention to leave* melalui kepuasan kerja karyawan PT Asuransi Allianz Life di Jakarta.

Berdasarkan hasil penelitian yang dilakukan, variabel kepuasan kerja memiliki peranan terpenting karena menjadi variabel intervening, yang menghubungkan variabel kompensasi, komitmen organisasional dengan variabel *intention to leave* karyawan dan variabel komitmen organisasional menjadi variabel dengan pengaruh terlemah terhadap *intention to leave* dalam penelitian ini.

Kata Kunci : Kompensasi, Komitmen Organisasional, Kepuasan kerja, *Intention To Leave*

ANALYSIS OF INTENTION TO LEAVE IN SERVICE COMPANIES

(Study Of PT Asuransi Allianz Life Employess In Jakarta)

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Abstract

This research was conducted to analyze the effect of compensation, organizational commitment, job satisfaction on intention to leave employess of PT Asuransi Life Indonesia in Jakarta. The research sample used was 100 respondents consisting of PT Asuransi Allianz Life division employess in Jakarta, namely between the Allianz Financial Planner Network Bussiness Development, Bancassurance Business Development, Special Channel Business Development, Operation Support Officer, Human Resources and Legal an Compliance. Data analysis in this study using PLS analysis using PLS version 3.0 software.

The results show that compensastion had no significant on intention to leave, organizational commitment had no significat effect on intention to eave, compensation had a significant effect on intention to leave through employee job satisfaction PT Asuransi Allianz Life Indonesia in Jakarta.

Based on the results of the research conducted, the variable job satisfaction has the most important role because it becomes an intervening variable, which connects compensation variables, organizational commitment with intention to leave employee variables and oganization commitment variables as the weakest effect on intention to leave in this study.

Keywords: *Compensastion, Organizational Commitment, job satisfaction, Intention to Leave*