

**PENGARUH BEBAN KERJA DAN KOMPENSASI TERHADAP  
TURNOVER INTENTION KARYAWAN UD ANEKA PLASTIK CABANG  
KEROBOKAN SINGARAJA**

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**ABSTRAK**

Penelitian ini dijalankan guna menganalisis pengaruh beban kerja dan kompensasi terhadap *turnover intention* karyawan. Jenis penelitian yang diterapkan adalah kuantitatif kausal. Subjek yang diteliti adalah UD Aneka Plastik Cabang Kerobokan Singaraja, dengan objek kajian meliputi beban kerja, kompensasi, dan *turnover intention*. Populasi dalam penelitian ini berjumlah 42 orang, dengan penentuan sampel dilakukan melalui teknik *sampling* jenuh. Beban kerja (X1) dan kompensasi (X2) ditetapkan sebagai variabel bebas, sementara *turnover intention* (Y) berperan sebagai variabel terikat. Data dihimpun melalui kuesioner dan selanjutnya dianalisis menggunakan teknik regresi linear berganda dengan memanfaatkan program SPSS versi 26.0 for Windows. Hasil penelitian membuktikan bahwa (1) beban kerja dan kompensasi secara bersama-sama berpengaruh signifikan terhadap *turnover intention* karyawan UD Aneka Plastik Cabang Kerobokan Singaraja, (2) beban kerja berdampak positif dan signifikan terhadap *turnover intention* karyawan UD Aneka Plastik Cabang Kerobokan Singaraja, dan (3) kompensasi berdampak negatif dan signifikan terhadap *turnover intention* karyawan UD Aneka Plastik Cabang Kerobokan Singaraja.

**Kata Kunci:** beban kerja, kompensasi, *turnover intention*.

**THE EFFECT OF WORKLOAD AND COMPENSATION ON EMPLOYEE  
TURNOVER INTENTION AT UD ANEKA PLASTIK KEROBOKAN  
BRANCH SINGARAJA**

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**ABSTRACT**

*This study was conducted to analyze the effect of workload and compensation on employee turnover intention. The type of research applied is causal quantitative. The subject of this study is UD Aneka Plastik Kerobokan Branch Singaraja, with the objects of study covering workload, compensation, and turnover intention. The population in this study consisted of 42 people, with sample determination carried out through saturated sampling technique. Workload (X1) and compensation (X2) were established as independent variables, while turnover intention (Y) served as the dependent variable. Data were collected through questionnaires and subsequently analyzed using multiple linear regression technique utilizing SPSS version 26.0 for Windows. The results of the study prove that (1) workload and compensation simultaneously have a significant effect on employee turnover intention at UD Aneka Plastik Kerobokan Branch Singaraja, (2) workload has a positive and significant effect on employee turnover intention at UD Aneka Plastik Kerobokan Branch Singaraja, and (3) compensation has a negative and significant effect on employee turnover intention at UD Aneka Plastik Kerobokan Branch Singaraja.*

**Keywords:** *workload, compensation, turnover intention.*