

PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP *TURNOVER INTENTION* KARYAWAN NEW SUNARI LOVINA BEACH RESORT

Oleh

Luh Sri Wesyawati, NIM 2217041088

Jurusan Manajemen

ABSTRAK

Tingkat *turnover* karyawan di New Sunari Lovina Beach Resort yang berada di luar target menjadi dasar dilaksanakannya penelitian ini. Kondisi tersebut menunjukkan adanya indikasi *turnover intention* pada karyawan sebelum memutuskan untuk mengakhiri hubungan kerja. Indikasi tersebut diperkuat oleh hasil wawancara terhadap enam orang karyawan yang sebagian besar menyatakan memiliki keinginan untuk meninggalkan perusahaan. Fokus penelitian ini adalah untuk menganalisis sejauh mana kompensasi dan lingkungan kerja memengaruhi *turnover intention* karyawan pada New Sunari Lovina Beach Resort. Untuk mencapai tujuan tersebut, penelitian dilakukan menggunakan pendekatan kuantitatif dengan rancangan penelitian kausal. Populasi penelitian terdiri atas 49 karyawan level staf yang seluruhnya dijadikan responden. Variabel yang diteliti meliputi kompensasi dan lingkungan kerja sebagai variabel independen dan variabel *turnover intention* sebagai variabel dependen. Data dikumpulkan melalui penyebaran kuesioner dan dianalisis menggunakan analisis regresi linier berganda dengan bantuan IBM SPSS *Statistics* 26. Berdasarkan hasil analisis, kompensasi terbukti berpengaruh negatif dan signifikan terhadap *turnover intention*. Sebaliknya, lingkungan kerja tidak memiliki pengaruh yang signifikan terhadap *turnover intention*. Namun, pengujian secara simultan menunjukkan bahwa kompensasi dan lingkungan kerja secara bersama – sama berpengaruh signifikan terhadap *turnover intention*. Berdasarkan nilai koefisien determinasi, kedua variabel tersebut mampu menjelaskan 16,6% variasi *turnover intention*, sedangkan 83,4% dipengaruhi oleh faktor lain yang tidak termasuk dalam model penelitian. Berdasarkan hasil penelitian, manajemen New Sunari Lovina Beach Resort disarankan untuk terus mengoptimalkan pemberian kompensasi yang layak dan tetap perlu menjaga dan meningkatkan kondisi lingkungan kerja sebagai upaya mencegah terjadinya *turnover intention* karyawan. Penelitian selanjutnya diharapkan dapat melibatkan populasi yang lebih luas dan mempertimbangkan penambahan variabel lain diduga memengaruhi *turnover intention* agar hasil penelitian dapat digeneralisasi.

Kata – Kata Kunci: kompensasi, lingkungan kerja, *turnover intention*.

**THE EFFECT OF COMPENSATION AND WORK ENVIRONMENT ON
THE TURNOVER INTENTION OF NEW SUNARI LOVINA BEACH
RESORT EMPLOYEES**

By

Luh Sri Wesyawati, NIM 2217041088

Management Department

ABSTRACT

The employee turnover rate at New Sunari Lovina Beach Resort which is outside the target is the basis for this study. This condition shows an indication of turnover intention in employees before deciding to end the employment relationship. This indication is strengthened by the results of interviews with six employees, most of whom stated that they had a desire to leave the company. The focus of this study is to analyze the extent to which compensation and work environment affect employee turnover intention at New Sunari Lovina Beach Resort. To achieve this goal, the research was conducted using a quantitative approach with a causal research design. The study population consisted of 49 staff-level employees, all of whom were respondents. The variables studied included compensation and work environment as independent variables and turnover intention variables as dependent variables. Data were collected through questionnaire deployment and analyzed using multiple linear regression analysis with the help of IBM SPSS Statistics 26. Based on the results of the analysis, compensation was proven to have a negative and significant effect on turnover intention. In contrast, the work environment does not have a significant influence on turnover intention. However, simultaneous testing showed that compensation and work environment together had a significant effect on turnover intention. Based on the value of the determination coefficient, the two variables were able to explain 16.6% of the variation in turnover intention, while 83.4% was influenced by other factors that were not included in the research model. Based on the results of the study, the management of New Sunari Lovina Beach Resort is advised to continue to optimize the provision of proper compensation and still need to maintain and improve the conditions of the work environment as an effort to prevent employee turnover intention. Further research is expected to involve a wider population and consider the addition of other variables suspected to influence turnover intention so that the results of the study can be generalized.

Keywords: compensation, work environment, turnover intention.