

*ANALYSIS OF JOB SATISFACTION IN MEDIATING THE INFLUENCE OF WORK ENVIRONMENT, WORKLOAD, COMPENSATION AND EMOTIONAL INTELLIGENCE ON TURNOVER INTENTION
AT PRODUCTION SECTION EMPLOYEES OF WOOD PROCESSING INDUSTRY COMPANIES
IN TASIMALAYA CITY*

ABSTRACT

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The objectives of this research were to know and to analysis of the job satisfaction in mediating the influence of the work environment, workload, compensation and emotional intelligence on turnover intention. The research method used was a survey method, with a sample of production employees at wood processing industrial companies in the city of Tasikmalaya. Using the Partial Least Square-Structural Equation Model (PLS-SEM), the research found that workload had a significant positive influence on turnover intention while work environment, compensation, emotional intelligence had a significant negative influence on turnover intention; job satisfaction has a significant negative influence on turnover intention; It was then found that job satisfaction was able to significantly negatively mediate the influence of the work environment, compensation and emotional intelligence on turnover intention; and job satisfaction is able to mediate significantly positively the influence of workload on turnover intention. So the hypothesis was verified.

Keywords: work environment, workload, compensation, emotional intelligence, job satisfaction, turnover intention