

ABSTRAK

Rina Solihaty, 2023. **Pengaruh Pengembangan Karier, Kompensasi Dan Fasilitas Kerja Terhadap *Turnover Intention* Karyawan Di Toko Sarwadadi Cabang Kota Banjar**

Sumberdaya manusia merupakan salah satu kekayaan di suatu perusahaan khususnya toko grosir sembako, karena tanpa mereka maka aktivitas operasional tidak akan terjadi. Masalah *Turnover Intention* terjadi khususnya di Toko Sarwadadi Cabang Kota Banjar.

Penelitian ini menggunakan kajian teori yang meliputi teori terkait pengembangan karier, kompensasi dan fasilitas kerja serta teori yang berkaitan dengan *turnover intention*. Metode penelitian yang digunakan pada penelitian ini berupa penelitian deskriptif asosiatif dengan pendekatan kuantitatif yang didukung oleh sumber data primer berupa data pegawai keluar di Toko Sarwadadi Cabang Kota Banjar pada tahun 2019-2021 dan data sekunder dengan menyebarkan angket kuesioner.

Hasil penelitian ini menunjukkan bahwa H_{a1} yaitu pengembangan karier secara parsial berpengaruh terhadap *turnover intention* diterima dengan koefisien korelasi sebesar 0,776, $Y = 20,034 + 0,503X_1$, R^2 sebesar 60,2%. Selanjutnya H_{a2} yaitu kompensasi secara parsial berpengaruh terhadap *turnover intention* diterima dengan koefisien korelasi sebesar 0,702, $Y = 20,751 + 0,490X_2$, R^2 sebesar 49,3%. Kemudian H_{a3} yaitu fasilitas kerja secara parsial berpengaruh terhadap *turnover intention* diterima dengan koefisien korelasi sebesar 0,331, $Y = 31,887 + 0,202X_3$, R^2 sebesar 11%. H_{a4} yaitu pengembangan karier, kompensasi dan fasilitas kerja secara simultan berpengaruh terhadap *turnover intention* diterima dengan korelasi berganda sebesar 0,794, $Y = 17,427 + 0,398X_1 + 0,131X_2 + 0,041X_3$, R^2 sebesar 63%. Dengan demikian pengembangan karier, kompensasi dan fasilitas kerja berpengaruh baik secara parsial maupun secara simultan terhadap *turnover intention* di Toko Sarwadadi Cabang Kota Banjar.

Kata kunci: pengembangan karier, kompensasi, fasilitas kerja dan *turnover intention*.

ABSTRACT

Rina Solihaty, 2023. *The Influence of Career Development, Compensation and Work Facilities on Employee Turnover Intention at the Sarwadadi Store, Banjar City Branch*

Human resources are one of the assets of a company, especially grocery stores, because without them operational activities will not occur. The high level of Turnover Intention certainly has causative factors that cause a person to have the intention to leave or to change jobs. The Turnover Intention problem occurs especially at the Sarwadadi Store, Banjar City Branch.

This study uses theoretical studies which include theories related to career development, compensation and work facilities as well as theories related to turnover intention. The research method used in this research is in the form of associative descriptive research with a quantitative approach supported by primary data sources in the form of employee data leaving the Sarwadadi Store, Banjar City Branch in 2019-2021 and secondary data by distributing questionnaires.

The results of this study indicate that Ha_1 , namely career development partially influences turnover intention, is accepted with a correlation coefficient of 0.776, $Y = 20.034 + 0.503X_1$, R^2 of 60.2%. Furthermore, Ha_2 , namely compensation partially affects turnover intention, is accepted with a correlation coefficient of 0.702, $Y = 20.751 + 0.490X_2$, R^2 of 49.3%. Then Ha_3 , namely work facilities partially affect turnover intention, is accepted with a correlation coefficient of 0.331, $Y = 31.887 + 0.202X_3$, R^2 of 11%. Ha_4 namely career development, compensation and work facilities simultaneously affect turnover intention received with a multiple correlation of 0.794, $Y = 17.427 + 0.398X_1 + 0.131X_2 + 0.041X_3$, R^2 of 63%. This career development, compensation and work facilities have an effect both partially and simultaneously on turnover intention at the Sarwadadi Store, Banjar City Branch.

Keywords: career development, compensation, work facilities, and turnover intention.