

ABSTRACT

THE INFLUENCES OF PHYSICAL WORK ENVIRONMENT AND FINANCIAL COMPENSATION ON TURNOVER INTENTION AMONG PRODUCTION EMPLOYEES AT PT. ANUGERAH NUSANTARA GAS MESUJI

By:

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PT. Anugerah Nusantara Gas Mesuji is a company engaged in the refilling of 3KG LPG cylinders. As an official LPG Refilling Station (SPPBE), the company partners with PT. Pertamina to distribute LPG to consumers. PT. Anugerah Nusantara Gas Mesuji is responsible for refilling LPG cylinders, which are then distributed to customers. The company is currently facing an issue related to employee turnover intention in the production department. Data indicated that 15 production employees resigned, 5 new employees were hired, and the total number of production employees was 35 by the end of the year. Therefore, this study aimed to analyze the influence of the physical work environment and financial compensation on employee turnover intention at PT. Anugerah Nusantara Gas Mesuji. The study used a quantitative approach with an associative method. Data were collected through questionnaires distributed to all 35 production employees. Further, data analysis was conducted using multiple linear regression, with hypothesis testing performed using t-tests and F-tests. Data processing was carried out using SPSS software. The findings of the study showed that the physical work environment and financial compensation, both partially and simultaneously, had negative and significant influences on turnover intention among production employees.

Keywords: Physical Work Environment, Financial Compensation, Turnover Intention

