

ABSTRACT

THE EFFECT OF COMPENSATION AND WORK ENVIRONMENT ON TURNOVER INTENTION OF THE EMPLOYEES AT MUTIARA BUNDA HOSPITAL UNIT 2 TULANG BAWANG

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Human resource management in an organization is a very important determinant for the effectiveness and success of an organization in achieving its goals. The development of the organization is currently experiencing problems in terms of employee turnover. This results in problems in the organization that in fact there are many negative consequences in the organization if the level of turnover intention is high. Turnover Intention is defined as the tendency or intention of employees to stop working from voluntary work or move from another place of work according to their own choice. The objective of the study was to examine the effect of compensation and work environment on the turnover intention of the employees at Mutiara Bunda Hospital Unit 2 Tulang Bawang. This type of research is causal comparative (causal comparative research). Data collection methods used by field research through questionnaires and interviews and Library Research. The sample in this study used a stratified random sampling technique. Analysis of the data in this study is multiple linear regression analysis. T test results show that Compensation (X1) has a positive effect on Turnover Intention (Y) and Work Environment (X2) has a positive effect on Turnover Intention (Y). Simultaneous test results show that Compensation (X1) and Work Environment (X2) have a positive effect on Turnover Intention (Y).

Keywords: Compensation, Work Environment, and Turnover Intention.