

ABSTRACT

This study intends to analyze the relationship between perceived leadership support and job satisfaction, the relationship between compensation satisfaction and job satisfaction, and the relationship between job satisfaction and intention to stay at the official Toyota Nasmoco workshop, ex-Residency of Semarang.

The objects in this study are employees (Service Advisor, Foreman, Technician, Partman) who work in the official Toyota Nasmoco workshop, ex-Residency of Semarang. The technique used to obtain the sample is random sampling technique, with a sample of 178 employees. Digital questionnaires were used to obtain data via google format links. SEM (Structural Equation Modeling) AMOS 22 was used to process the collected data.

The results of testing the hypothesis in this study indicate that the perception of leader support has a significant effect on job satisfaction. It is concluded that hypothesis 1 (H1) is accepted. The perception of leader support has a significant effect on the intention to stay. It can be concluded that hypothesis 2 (H2) is accepted. Compensation satisfaction has a significant effect on job satisfaction so that hypothesis 3 (H3) is accepted. Compensation satisfaction has a significant effect on the intention to stay, it can be concluded that hypothesis 4 (H4) is accepted. Job satisfaction has a significant effect on the desire to stay, it can be concluded that hypothesis 5 (H5) is accepted. The perception of leader support has an effect on the desire to stay with job satisfaction as a mediation, it can be concluded that hypothesis 6 (H6) is accepted. Compensation satisfaction has an effect on the intention to stay with job satisfaction as a mediation at the official Toyota Nasmoco workshop, ex-Residency of Semarang, it can be concluded that hypothesis 7 (H7) is rejected.

Keywords: job satisfaction, perceived leader support, compensation satisfaction and the intention to stay.