

ABSTRACT

The agricultural sector is one of the vital sectors supporting the Indonesian economy. This study will focus on rubber companies where there is an inconsistency in human resources, namely the number of rubber tappers which continues to decrease every year. This study aims to determine the intention of employees to keep working or leave the company along with the factors that cause it. The population in this study were all rubber tappers at PT. JA Wattie and PTPN Nusantara IX in Kendal Regency as many as 639 employees. The sample used is fixed tappers, involving 122 respondents with purposive sampling technique, data analysis using Structural Equation Modeling (SEM) with AMOS 24.0 analysis tool, and data collected manually from respondents. The results showed that work engagement and compensation will have a negative effect on intention to leave, then work engagement and compensation will have a positive effect on job satisfaction. Job satisfaction as a mediating variable will have a negative effect on employee intentions to leave. Research shows that increasing work engagement and appropriate compensation can increase job satisfaction, then increasing work engagement and appropriate compensation can reduce intention to leave, and the more satisfied employees are with their work, the less intention to leave.

Keywords: *satisfaction, work engagement, compensation, intention to leave*