

ABSTRACT

This research aims to determine and analyze the effect of compensation satisfaction on turnover intention with affective commitment as an intervening variable on office employees at PT Damai Putra Group. The approach used in this research is quantitative. The population used in this research were office employees at PT Damai Putra Group. The sampling technique in this research used the census method technique. The number of samples used in this research was 60 respondents with the characteristics office employee.

Data collection involved distributing questionnaires to the research sample using online method via Google Form. Measurement of the questionnaire samples uses a five (5) point Likert scale and the hypotheses in the research were tested using the SEM (Structural Equation Modeling) method with the help of software in the form of the SmartPLS program version 4.1.0.

The results of the statistical test analysis showed that the variable of compensation satisfaction has a negative and significant effect on employee turnover intention. The variable of compensation satisfaction has a positive and significant effect affective commitment. The variable of affective commitment has a negative and significant effect on employee turnover intention. And the variable of affective commitment negative significant mediates the relationship between compensation satisfaction and employee turnover intention.

Keywords: Compensation Satisfaction, Affective Commitment, Turnover Intention