

ABSTRACT

This research aims to examine and analyze the influence of the relation between work environment and compensation on turnover intention with job satisfaction as intervening variable (study on employees of Laksana Baru Swalayan Majenang).

Questionnaires were distributed to 73 employees of Laksana Baru Swalayan Majenang and data was collected using purposive sampling method. This research used software SPSS Statistic 23. The technique of data testing in this research includes validity test, reliability test, classical assumption test, path analysis that is development of multiple linear regression and sobel test to examine mediation effect from independent variable on dependent variable.

The result of this research indicates that work environment and compensation has positive effect and significant on job satisfaction. Work environment and compensation has negative effect and significant on turnover intention. Job satisfaction has negative effect but not significant on turnover intention, sobel test indicates that job satisfaction hasn't mediation effect on work environment and compensation on turnover intention.

Keyword : Work Environment, Compensation, Job Satisfaction and Turnover Intention.