

ABSTRACT

Turnover caused a lot of losses for the company as it creates instability and uncertainty of the labor conditions in the company. Real form of instability in the company resulting turnover is like losing experienced employees and need to retrain new employees. Also indicate a high turnover in the company's intention to exit.

This research was conducted at Cafe D'bims Semarang. This study aims to determine the effect of compensation and organizational climate on turnover intention. As independent variables, namely compensation and organizational climate, while the dependent variable is the turnover intention. The number of samples in this study were 36 respondents using census method. The analysis includes the validity, reliability, classic assumption test, the model test, and hypothesis test.

The results showed that: the compensation had significant negative effect on turnover intention, and organizational climate had significant negative effect on turnover intention. Results of analysis using the coefficient of determination is known that 53.7 percent of employee turnover intention can be explained by the independent variables were examined in this study, and at 46.3 percent is explained by other factors outside the model.

Keywords: compensation, organizational climate, *intention to quit*.