

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Kompensasi, Beban Kerja dan Komitmen Kerja Terhadap Turnover Intention dengan Worklife Balance sebagai variabel mediasi pada Karyawan PT Gratama Finance Indonesia Pekanbaru. Jenis penelitian yang digunakan pada penelitian ini adalah pendekatan kuantitatif. Sampel dalam penelitian ini menggunakan *Non-probability Sampling* yang terdiri dari 50 responden yang bekerja sebagai karyawan perusahaan tempat penelitian ini. Data yang diperoleh menggunakan data primer dan sekunder berupa kuesioner yang kemudian dianalisis dengan metode *PLS-SEM* menggunakan program *PLS-SEM (Partial Least Squares Structural Equation Modeling)*. Hasil uji yang dilakukan menunjukkan bahwa Kompensasi (X1) berpengaruh negatif signifikan terhadap *turnover intention* ($\beta = -0,312$, $t = 3,21$, $p = 0,001$). Beban kerja (X2) berpengaruh positif terhadap *turnover intention* ($\beta = 0,278$, $t = 2,87$, $p = 0,004$). Komitmen kerja (X3) berpengaruh negatif terhadap *turnover intention* ($\beta = -0,402$, $t = 4,15$, $p = 0,000$). Kompensasi (X1) berpengaruh positif terhadap WLB ($\beta = 0,456$, $t = 5,02$, $p = 0,000$). Beban kerja (X2) berpengaruh negatif signifikan terhadap WLB ($\beta = -0,351$, $t = 3,74$, $p = 0,000$). Komitmen kerja (X3) berpengaruh positif terhadap WLB ($\beta = 0,389$, $t = 4,21$, $p = 0,000$). Uji mediasi menunjukkan bahwa *work-life balance* (Z) berperan sebagai mediator antara kompensasi (X1) dan *turnover intention* (Y). Hasil uji menunjukkan pengaruh tidak langsung yang signifikan dengan koefisien $-(\beta = -0,142$, $t = 2,67$, $p = 0,008)$, menunjukkan pengaruh mediasi signifikan. Beban kerja (X2) juga memiliki pengaruh tidak langsung terhadap *turnover intention* (Y) melalui *work-life balance* (Z) dengan koefisien ($\beta = 0,123$, $t = 2,31$, $p = 0,021$), menunjukkan pengaruh mediasi signifikan. Komitmen kerja (X3) berpengaruh tidak langsung terhadap *turnover intention* (Y) melalui *work-life balance* (Z) dengan koefisien ($\beta = -0,156$, $t = 2,89$, $p = 0,004$), menunjukkan pengaruh mediasi signifikan. *Turnover intention* memiliki nilai *Adjusted R Square* sebesar 0,457 yang artinya terdapat pengaruh sebesar 45,7 % pengaruh dari variabel *exogenous* terhadap variabel *endogenous*, sedangkan sisanya yaitu 54,3 % dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini. Sedangkan variabel *endogenous* lainnya yaitu *worklife balance* memiliki nilai *Adjusted R Square* sebesar 0,518 yang artinya terdapat pengaruh sebesar 51,8 % pengaruh dari variabel *exogenous* terhadap variabel *endogenous*, sedangkan sisanya yaitu 48,2 % dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini.

Kata Kunci : Kompensasi, Beban Kerja, Komitmen Kerja, Turnover Intention, Worklife Balance

ABSTRACT

This study aims to determine the effect of Compensation, Workload and Work Commitment on Turnover Intention with Worklife Balance as a mediating variable on Employees of PT Gratama Finance Indonesia Pekanbaru. The type of research used in this study is a quantitative approach. The sample in this study used Non-probability Sampling consisting of 50 respondents who worked as employees of the company where this study was conducted. The data obtained used primary and secondary data in the form of questionnaires which were then analyzed using the PLS-SEM method using the PLS-SEM (Partial Least Squares Structural Equation Modeling) program. The test results showed that Compensation (X1) had a significant negative effect on turnover intention ($\beta = -0.312$, $t = 3.21$, $p = 0.001$). Workload (X2) had a positive effect on turnover intention ($\beta = 0.278$, $t = 2.87$, $p = 0.004$). Work commitment (X3) has a negative effect on turnover intention ($\beta = -0.402$, $t = 4.15$, $p = 0.000$). Compensation (X1) has a positive effect on WLB ($\beta = 0.456$, $t = 5.02$, $p = 0.000$). Workload (X2) has a significant negative effect on WLB ($\beta = -0.351$, $t = 3.74$, $p = 0.000$). Work commitment (X3) has a positive effect on WLB ($\beta = 0.389$, $t = 4.21$, $p = 0.000$). The mediation test shows that work-life balance (Z) acts as a mediator between compensation (X1) and turnover intention (Y). The test results show a significant indirect effect with a coefficient of $-(\beta = -0.142$, $t = 2.67$, $p = 0.008)$, indicating a significant mediation effect. Workload (X2) also has an indirect effect on turnover intention (Y) through work-life balance (Z) with a coefficient ($\beta = 0.123$, $t = 2.31$, $p = 0.021$), indicating a significant mediation effect. Work commitment (X3) has an indirect effect on turnover intention (Y) through work-life balance (Z) with a coefficient ($\beta = -0.156$, $t = 2.89$, $p = 0.004$), indicating a significant mediation effect. Turnover intention has an Adjusted R Square value of 0.457, which means there is a 45.7% influence of the exogenous variable on the endogenous variable, while the remaining 54.3% is influenced by other variables not mentioned in this study. Meanwhile, the other endogenous variable, namely work-life balance, has an Adjusted R Square value of 0.518, which means that there is an influence of 51.8% of the influence of the exogenous variable on the endogenous variable, while the remaining 48.2% is influenced by other variables not mentioned in this study.

Keywords: Compensation, Workload, Work Commitment, Turnover Intention, Work-Life Balance