

**THE IMPACT OF COMPENSATION AND JOB  
SATISFACTION ON ORGANIZATIONAL  
COMMITMENT AND TURNOVER INTENTION  
OF FINANCE EMPLOYEES AT PT. XYZ**



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ON ORGANIZATIONAL COMMITMENT AND TURNOVER  
INTENTION OF FINANCE EMPLOYEES AT PT. XYZ

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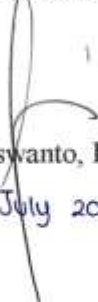
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## FOREWORD

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## **ABSTRACT**

This research aims to explore the impact of compensation and job satisfaction on organizational commitment and turnover intention at PT. XYZ.

This quantitative and causal type research uses questionnaires for on-site survey. Purposive sampling method was used. The sample consisted of 98 respondents whose permanent employees and already worked more than 1 year. Data were analyzed using SPSS 18.0 and SmartPLS 3.

The result of the found that there is a positive impact of compensation on organizational commitment. There is no significant impact of job satisfaction on organizational commitment. Furthermore, negative impact of compensation on turnover intention is also indicated. Job satisfaction is shown to have negative impact on turnover intention. The result also indicates that organizational commitment has negative impact on turnover intention.

**Keywords:** Compensation, Job Satisfaction, Organizational Commitment, Turnover Intention