

PENGARUH KOMPENSASI TERHADAP TURNOVER KARYAWAN PADA PERUSAHAAN UWITAN

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Abstrak

Tujuan laporan ini adalah untuk mengetahui pengaruh kompensasi finansial dan kompensasi non-finansial terhadap *turnover* karyawan pada Uwitan *Wooden Craft*. Metode penelitian yang digunakan adalah metode kuantitatif melalui observasi, pembagian kuesioner dan studi pustaka. Sampel yang digunakan adalah karyawan Uwitan *Wooden Craft* sebanyak 21 karyawan, teknik sampling yang digunakan adalah *nonprobability sampling* dengan teknik yang diambil yaitu sampling jenuh. Teknik analisis yang digunakan adalah uji validitas, uji reliabilitas, uji asumsi klasik, uji regresi linier berganda, uji t, uji F, uji determinasi dan mean aritmatik. Berdasarkan hasil uji t dengan signifikansi kompensasi finansial dan kompensasi non-finansial, Kompensasi finansial $\text{sig} = 0,008 < 0,05$ dapat disimpulkan bahwa kompensasi finansial mempengaruhi *turnover* karyawan secara parsial. Kompensasi non-finansial $\text{sig} = 0,001 < 0,05$ dapat disimpulkan bahwa kompensasi non-finansial mempengaruhi *turnover* karyawan secara parsial. Berdasarkan hasil uji F kompensasi finansial dan kompensasi non-finansial terhadap *turnover* karyawan diketahui bahwa $\text{sig} = 0,000 < 0,05$. Maka dapat disimpulkan kompensasi finansial dan kompensasi non-finansial mempengaruhi *turnover* karyawan secara simultan. Berdasarkan uji determinasi didapatkan hasil 0,843, berarti kompensasi finansial dan non finansial mempengaruhi *turnover* sebesar 84,3% sedangkan 15,7% dipengaruhi oleh variabel lain di luar model.

Kata Kunci : *Kompensasi Finansial, Kompensasi Non-Finansial dan Turnover*

THE EFFECT OF COMPENSATION ON EMPLOYEE TURNOVERS IN UWITAN COMPANIES

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Abstract

The purpose of this report is to determine the effect of financial compensation and non-financial compensation on employee turnover at Uwitan Wooden Craft. The research method used is a quantitative method through observation, distribution of questionnaires and literature study. The sample used is Uwitan Wooden Craft employees as many as 21 employees, the sampling technique used is nonprobability sampling with the technique taken is saturated sampling. The analysis technique used is the validity test, reliability test, classical assumption test, multiple linear regression test, t test, F test, determination test and arithmetic mean. Based on the results of the t test with the significance of financial compensation and non-financial compensation, financial compensation sig = 0.008 < 0.05, it can be concluded that financial compensation affects employee turnover partially. Non-financial compensation sig = 0.001 < 0.05, it can be concluded that non-financial compensation partially affects employee turnover. Based on the results of the F test of financial compensation and non-financial compensation on employee turnover, it is known that sig = 0.000 < 0.05. So it can be concluded that financial compensation and non-financial compensation affect employee turnover simultaneously. Based on the test of determination, the result is 0.843, which means that financial and non-financial compensation affects turnover by 84.3%, while 15.7% is influenced by other variables outside the model.

Keywords : *Financial Compensation, Non-Financial Compensation and Turnover*