

## RINGKASAN

Penelitian ini mengambil judul : **“Pengaruh Karakteristik Pekerjaan dan Kepuasan Kompensasi terhadap *Turnover Intention* dengan *Employee Engagement* sebagai Variabel Mediasi (Studi Pada PT. Perusahaan Perdagangan Indonesia)”**. Tujuan penelitian ini adalah untuk mengetahui pengaruh karakteristik pekerjaan, kepuasan kompensasi dan *employee engagement*, terhadap *turnover intention*. Responden dalam penelitian ini adalah karyawan PT. Perusahaan Perdagangan Indonesia. Jumlah responden dalam penelitian ini sejumlah 55 responden yang ditentukan dengan teknik *purposive sampling*.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan regresi berganda dapat disimpulkan bahwa : (1) karakteristik pekerjaan berpengaruh negatif terhadap *turnover intention*, (2) kepuasan kompensasi berpengaruh negative terhadap *turnover intention*, (3) karakteristik pekerjaan tidak berpengaruh terhadap *employee engagement*, (4) kepuasan kompensasi berpengaruh positif terhadap *employee engagement*, (5) *employee engagement* tidak memediasi hubungan antara karakteristik pekerjaan terhadap *turnover intention* (6) *employee engagement* memediasi secara parsial hubungan antara kepuasan kompensasi terhadap *turnover intention*.

**Kata Kunci : Karakteristik Pekerjaan, Kepuasan Kompensasi, *Employee Engagement* dan *Turnover Intention*.**

## **SUMMARY**

*This study takes the title: "The Influence of Job Characteristics and Compensation Satisfaction on Turnover Intention with Employee Engagement as Variable Mediation (Study At PT. Perusahaan Perdagangan Indonesia)". The purpose of this study is to determine the effect of job characteristics, compensation satisfaction and employee engagement, to turnover intention. Respondents in this study are employees of PT. Indonesian Trading Company. The number of respondents in this study amounted to 55 respondents determined by purposive sampling technique.*

*Based on the results of research and data analysis using multiple regression can be concluded that: (1) job characteristics negatively affect turnover intention, (2) satisfaction compensation negatively affect turnover intention, (3) job characteristics have no effect on employee engagement, (4) satisfaction of compensation has a positive effect on employee engagement, (5) employee engagement does not mediate the relationship between job characteristics to turnover intention (6) employee engagement mediates partially the relationship between satisfaction of compensation to turnover intention.*

***Keywords: Job Characteristics, Compensation Satisfaction, Employee Engagement and Turnover Intention.***