

ABSTRACT

Technological developments are absolute and unavoidable, but they cannot replace the role of human resources in organizational life. The importance of human resources, should be an important concern for companies, at least with efforts to retain employees. This study is based on data on high turnover intention rates in companies that indicate employees have a desire to leave the company. Many factors influence the high turnover intention, including compensation and organizational commitment.

Compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company. Organizational commitment is defined as the desire on the part of employees to remain members of the organization. Turnover Intention is the result of an individual's evaluation of the continuation of his relationship with the company where he works but has not been realized in concrete actions.

The purpose of this research is to know how effect of compensastion and organizational commitment on employee turnover intention of PT eBdesk Teknologi Bandung. The research method used is descriptive and verification with a population of 69 employees. The data analysis method used is multiple linear regression analysis, multiple correlation, and coefficient of determination. The scale used is the Likert scale with the research instrument in the form of a questionnaire.

The results showed that compensation and organizational commitment had an effect of 63.4% on the turnover intention of PT eBdesk Teknologi Bandung employees. Based on the results of the coefficient of determination, partially compensation has an effect on turnover intention of 25.6% and organizational commitment has an effect on turnover intention of 37.8%, then the remaining 36.6% is influenced by other variables not examined.

After knowing the existing problems, the company can apply the suggestions that have been described.

Keyword : Compensation, Commitment Organizational, and Turnover Intention.