

ABSTRACT

This study was motivated by the high level of turnover intention, which is attributed to elevated burnout, low employee engagement, and compensation that does not adequately reflect fairness at Bank BJB, Tamansari Bandung Branch Office. The research employed a descriptive and verificative approach. Data were collected through the distribution of questionnaires to 57 permanent employees of the Bank BJB Tamansari Bandung Branch Office, using a purposive sampling technique. Data analysis was conducted with the assistance of SPSS, involving validity testing, reliability testing, multiple linear regression analysis, multiple correlation analysis, and the coefficient of determination. The findings reveal that, simultaneously, the three independent variables account for 80% of the variance in turnover intention, while the remaining 20% is explained by other variables beyond the scope of this study. Partially, burnout exerts the greatest influence at 45.2%, followed by compensation at 20.5%, and employee engagement at 14.2%.

Keywords: Burnout, Employee Engagement, Compensation, Turnover Intention.