

ABSTRACT

THE INFLUENCE OF INDIVIDUAL CHARACTERISTICS AND COMPENSATION ON EMPLOYEE TURNOVER INTENTION (Census on Amanah Dental Center Tasikmalaya Clinic Nurses)

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The objectives of this research is to determine and analyze individual characteristics, compensation and turnover intention of employees. As well as the influence of individual characteristics and compensation on employee turnover intention at the Amanah Dental Center Tasikmalaya Clinic. The object of this research is the Amanah Dental Center Tasikmalaya Clinic. This research is quantitative with a census approach, using primary data and using partial least squares - structural equation model (PLS-SEM) analysis techniques. The results of this test prove that individual characteristics, compensation and employee turnover intention are in a good classification. And there is a significant positive influence between individual characteristics and compensation on employee turnover intention at the Amanah Dental Center Tasikmalaya Clinic.

Keywords: *Individual Characteristics, Compensation, Employee Turnover Intention.*

ABSTRAK

PENGARUH KARAKTERISTIK INDIVIDU DAN KOMPENSASI TERHADAP *TURNOVER INTENTION* KARYAWAN (Sensus pada Perawat Klinik Amanah Dental Center Tasikmalaya)

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis karakteristik individu, kompensasi dan *turnover intention* karyawan. Serta pengaruh karakteristik individu dan kompensasi terhadap *turnover intention* karyawan di Klinik Amanah Dental Center Tasikmalaya. Objek penelitian ini adalah Klinik Amanah Dental Center Tasikmalaya. Penelitian ini berjenis kuantitatif dengan pendekatan sensus, menggunakan data primer serta menggunakan teknik analisis *partial least square – structural equation model* (PLS-SEM). Hasil pengujian ini membuktikan bahwa karakteristik individu, kompensasi dan *turnover intention* karyawan berada dalam klasifikasi baik. Serta terdapat pengaruh positif signifikan antara karakteristik individu dan kompensasi terhadap *turnover intention* karyawan di Klinik Amanah Dental Center Tasikmalaya.

Kata kunci: Karakteristik Individu, Kompensasi, *Turnover Intention* Karyawan