

Turnover Intention: The Impact of Work Environment, Job Compensation Through Job Satisfaction

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Abstract: *This research aims to determine the influence of the work environment, work compensation on turnover intention through job satisfaction at PT Albadriyah Wisata. This research method uses quantitative with a sample obtained from 50 respondents. The sampling technique in this research is probability sampling from the population, namely a sampling technique based on chance at PT Albadriyah Wisata with a data analysis method using SPSS. The research results show that the work environment has a positive effect on job satisfaction. Work compensation has a positive effect on job satisfaction. The work environment has a positive effect on turnover intention. Work compensation has a positive effect on turnover intention. Job satisfaction has a positive effect on turnover intention. The work environment has a positive effect on turnover intention through job satisfaction. Compensation has a positive effect on turnover intention through job satisfaction.*

INTRODUCTION

Competition in the business world in the current era of globalization is increasing strict. So that company must can own something superiority And high competitive ability, in order to survive and compete with other companies. Human resource management in an organization is an important thing. Organizations that have human resources good ones, will have competitive strength in the business organization. For can own superiority And Power competitive Which tall, naturally required good resource. One very important resource is human Resources. Human resources are always attached to everyone company as factor decider existence And role in give contribution to direction achievement objective company as a whole effective And efficient.

Realize matter That, so company need source Power man Which reliable And quality. By Because That, company must can manage and pay attention to sources human resources as best as possible. Moment This The problem of high levels of turnover intention has become a serious problem for Lots company. Source Power man is factor Which main Because become mover wheel organization in reach And realize objective as well asset targets. Employees are the main resource for the organization always required to provide optimal performance. Source problems Power man Which often happen And can hinder performance A organizations include the problem of high turnover (Sari, Soe'oad, & Susilo, 2015). According to Dwiyanto & Sularso (2017), turnover intention has several impacts on the company, including employee withdrawal costs,

training costs, and the possibility of leaking company secrets by employees who have left.

PT Al Badriyah Wisata is engaged in organizing private Hajj and Umrah pilgrimages of the ONH plus type, what is meant by plus is in the form of plus services in terms of Hajj equipment, accommodation, transportation and food as well as worship guides who faithfully and diligently guide the congregation in carrying out the Umrah pilgrimage and Hajj. Since operating as a Hajj and Umrah travel agency, PT Albadriyah has experienced very rapid and satisfying development for pilgrims amidst competition from various Hajj and Umrah travel agencies. This company continues to exist because it is supported by a good service system and with sincere intentions in serving pilgrims, thereby increasing the number of pilgrims and Umrah candidates so that this company experiences an increase in the number of pilgrims from year to year, especially Umrah pilgrims.

The increasing number of pilgrims requires employees to provide maximum service and performance, especially during the departure period which requires maximum time and energy in managing the congregation. In maintaining customer satisfaction, employees must work optimally according to the company's work demands which then become excessive workload. Workload can be said to be something that arises from the interaction between task demands, the work environment in which it is placed, the skills possessed, behavior and perceptions of workers. If the task is not commensurate with both physical and non-physical abilities, skills and available time, then one of the problems that is often faced in relation to situations and conditions in the work environment is the emergence of work boredom. The many demands at work that must be met cause each employee to feel burdened, which creates the intention to leave the company to look for a better job than before. The following is *turnover data* at PT Albadriyah Wisata

Table 1. Data Employee Turnover at PT Al Badriyah Wisata Year 2017 - 2022

Year	Amount employee the beginning of the year (person) (1)	Amount employee end of year (person) (2)	Flat- flat (3) = (1)+(2): 2	Employee Enter (person) (4)	Employee go out (person) (5)	Percentage employee Enter (6) = (4):(3)x10 0%	Percentage employee go out (7) = (5):(3)x10 0%
2017	50	63	56.5	13	0	23.0%	0.0%
2018	62	62	62	9	9	14.5%	14.5%
2019	67	74	70.5	20	8	28.4%	11.3%
2020	64	62	63	0	12	0.0%	19.0%
2021	60	44	52	2	20	3.8%	38.5%
2022	46	53	49.5	22	12	44.4%	24.2%

Source : HRD PT. Al Badriyah Tour, 2022

Table 1 turnover intention level of PT Albadriyah Wisata employees from year 2017 – 2022 experience fluctuation. On year 2019 level turnover intention experience decline as big as 7.7% from year previously. Will butin 2021 the turnover rate will increase, and become level The highest turnover throughout 2017 – 2022 was 38.5%. The size turnover in 2021 increased due to

the impact of COVID-19 which caused a temporary suspension of the Hajj and Umrah pilgrimages, in addition to challenges in company finances which did not carry out the departure of pilgrims so that many employees chose to leave the company to look for something better. Of course, the high *turnover* in the company will definitely have a negative impact on PT Albadriyah Tour, Because must emit cost For look for employee replacement And do training for employee the. Lots factor Which influence every member company For still stay And No choose leaving their jobs, but there are also many factors that make many employees choose to leave the jobs they currently have.

One of the most common causes of employees choosing to leave their jobs is because the burden is too large which is not in accordance with the remuneration provided by the company. One form of employee behavior is the employee's desire to move (intention to quit) which ultimately makes the employee make the decision to leave the company.

The work environment is everything that is around the employee Which can influence self employee in operate task Which charged by the company. However, in general, the meaning of the work environment are the conditions and atmosphere in which the employees carry out their activities task And his job with maximum. Environment Work This related with the atmosphere or conditions around the workplace, resulting in employee performance it would be good if this environment was good. The workplace environment can be concerning connection Work between colleague Work or condition physique environment Work. Even though the work environment does not carry out the production process in a company, However, the work environment has a direct influence on employees Which do process production the. Environment Work in A company is one of the important things to pay attention to. A work environment that focuses employees can improve performance. On the other hand, an inadequate work environment can reduce performance and ultimately reduce job satisfaction.

In research by Taufiqurrohman, Fathoni, and Hasiolan (2018), they stated that the work environment has a negative and significant effect on turnover intention. The same results were also shown in research by Fuaidah, Sunuharyo, and Aini (2018), Halimah, Fathoni, and Minarsih (2016), Irvianti and Verina (2015), Pranowo (2016), Yunita and Putra (2015). This means that a work environment that is perceived as good by employees will reduce their desire to leave the company. This is different from the research of Dwiyanto and Sularso (2017), which shows that the work environment actually has a positive and significant effect on the desire to change places of work (turnover intention).

The same results were also shown in research by Aristawati (2019), Dewi, Minarsih, and Wahyono (2018). This means that a good work environment does not reduce or reduce the desire to leave, in fact it still exists and the desire to leave can even increase. From the explanation above, there are still inconsistencies in the influence of the work environment on turnover intention .

In this phenomenon, apart from the work environment, it influences turnover intention is compensation. According to Hasibuan (2016) compensation is all income in the form of money, direct goods or not directly received by employees as compensation for services provided to company. Employee Which own perception negative towards compensation so will cause decreasing satisfaction Work And increased turnover. The presence of high turnover indicates a possibility employee own commitment Which low. Wrong One effort in increase satisfaction employee To use lower level turnover intention is providing compensation in accordance with the work load borne employee. Compensation can be used to attract and retain employees on company.

Compensation is not quite enough answer from company as provider of workers and is a

right for employees as a form of remuneration on his contribution to company. Study other about turnover intention has also been carried out by Widayati, C., & Yunia, Y. (2016), where in his research show that compensation influential positive to satisfaction Work And compensation influential negative to turnover intention. Study Come on, D. G., & Mayliza R (2019), show that compensation influential positive to turnover intention. Whereas Sulastri's research (2012) shows that compensation and job satisfaction no effect on turnover intention.

Another factor that companies must pay attention to when maintaining employees, namely by providing job satisfaction for each employee. Job satisfaction needs to get more attention. Because of dissatisfaction identified as reason Which cause employee leave his job. In environment Work there is various matter Which become reason employee leave place Work Now. Wrong One the factor is dissatisfaction. Insufficient income, poor work environment No give flavor comfortable And no harmonious in communicate and interacting with individuals in the work environment is a number of factor Which cause dissatisfaction

A number of research that shows a relationship between satisfaction work and turnover intention, including research (Youcef, Ahmed, & Ahmed, 2016) which shows a strong relationship between job satisfaction and turnover intention, furthermore study Takase, Teraoka, & Kousuke (2015) disclose satisfaction Work can predict turnover intention. Results research conducted in Indonesia shows the same thing in terms of relationship between job satisfaction and turnover intention with the results of the research above, where it was concluded that job satisfaction had a negative influence And significant to turnover intention, It means its height satisfaction Work employees will reduce their intention to leave their job (Amri, Marzuki, & Riyanto, 2017; Paradise, 2017; Mahardika & Authority, 2015; Sutanto & Gunawan, 2013; Waspodoet al. 2013) will but a number of results study Which published on year 2017 show Wrong One phenomenon Which different from the research above, namely that turnover intention is not influenced by satisfaction Work. Juda & Ardana (2017) do study on employee Hotel Holiday Inn Express and represents job satisfaction has an influence Which No significant to turnover intention. Although satisfaction Work has a negative relationship with turnover intention, but its influence not big enough to influence someone to quit their job. Also supported by Setiyanto & Hidayati (2017) who conducted research on employees who work at manufacturing companies in the Panbil area of the city Batam indicated that job satisfaction had no significant impact to turnover intention. The justification for conducting this research is that there is still a research gap related with influence environment Work, compensation to turnover intention Based on the explanation above, this research was conducted on employees of PT Albadriyah Tour, with title study " **Influence Environment Work, Compensation Against Turnover Intention Through Job Satisfaction at PT Albadriyah Tour**".

LITERATURE REVIEW

The Relationship Between Work Environment and Job Satisfaction

Environment Work is all something Which There is around para workers/employees who can influence employee job satisfaction in carry out the work so that maximum work results will be obtained where in the work environment there are supportive work facilities employees in completing assigned tasks in order to improve work employee in something company as well as give encouragement (motivation) to every employees for can Work with comfortable (Nuraini, 2013).

Satisfaction is attitude general to work somebody Which shows the difference between the amount of rewards a worker receives and the amount they believe they should receive (Robbins,

2003). Every People expect to get satisfaction from their workplace. Satisfaction work will affect the productivity that managers really hope for. For Managers need to understand what is being done to create satisfaction Work his employees (Wibowo, 2010).

Results of research conducted by Wuwungan, RY, Taroreh, RN, & Uhing, Y. (2017), say that Coefficient regression from Environment Work (X1) as big as 0.356 Which It means have influence positive to variable Job Satisfaction (Y) which means that if the Work Environment variable (X1) increase 1 unit, so Satisfaction Work (Y) Also will experience increase as big as 0.356 unit with assuming other variables remain constant or constant.

H1 : Environment Work influential in a way direct And significant to satisfaction Work at PT Albadriyah Tourism.

Connection Between Compensation to Satisfaction Work

Giving compensation financial And compensation nonfinancial to employees are intended as an effort to improve the quality of life para employee. Compensation is matter the important one for employee as an individual, Because giving compensation is reflection or size mark work That Alone.

According to Rivai (2009) Compensation is something Which accepted employee as replacement contribution service they on company. Giving compensation is Wrong One implementation function HRM Which relate with all type giving award individual as exchange in do task organizational.

In accordance with its nature, human needs are very diverse, both types and levels, humans have needs that tend to be different limited. This means that needs always increase over time and people Always try to the best of your ability to satisfy needs the (Rivai, 2009).

These results also support Ridolof W. Batilmurik (2010), Suryati (2011) and Rizwan Qaiser Danish (2010) with his research concluded that There is significant relationship between compensation with satisfaction Work.

H2 : Compensation influential in a way direct And significant to satisfaction Work PT Albadriyah Wisata.

Connection Environment Work to Turnovers Intention

The work environment also means all the tools and materials used faced, the surrounding environment in which a person works, his work methods, as well as arrangement it works Good as individual nor as group(Sedarmayanti, 2011). Based on several expert opinions above, yes It is said that the work environment is everything that is around you employees who can influence employees in carrying out their duties charged by the company. However, in general, the meaning of the work environment are the conditions and atmosphere in which the employees carry out their activities tasks and his job maximally

H3 : Environment Work influential in a way direct And significant to turnover intention on PT Albadriyah Wisata.

Connection Compensation Work to Turnovers Intentions

According to Sedarmayanti (2011), compensation is something form appreciation given by the company to its employees for what they do employee give to his organization. Compensation as reason Which mainfor employee For join in A company. Compensation Which fairmore Possible For interesting, develop, motivating And maintain employee Which quality And competent (Quartey, 2013).

In in practice, There is a number of type compensation Which in give to employee. According to Indriyanti (2009) There is three type compensation, that is : 1) Direct compensation (direct financial payment) in the form of salary and intensive or bonus/commission. 2) Indirect compensation (direct payment) inform allowance And insurance. 3) Compensation non financial (non financial rewards) like O'clock flexible work and office prestigious.

H4 : Compensation influential in a way direct And significant to turnover intention on PT Albadriyah Wisata.

Connection Between Job Satisfaction on Turnover Intention

Job satisfaction is a person's feelings towards his job by consider aspects which there is, until arises in himself a feeling of pleasure or displeasure towards the work situation and colleagues. Job satisfaction in this research is measured by using indicators: (i) Satisfaction with salary received, (ii) Satisfaction with co-workers, (iii) Satisfaction by job that alone, (iv) Satisfaction by leadership, (v) Satisfaction against appreciation obtained from company.

Turnover is the rate of employee turnover that occurs when employees leave organization And must replaced (Mathis And Jackson, 2006). Intention turnover reflects an individual's desire to leave the organization and look for alternative jobs elsewhere. Mello (2011) suggests that Turnover is a situation where employees leave the organization organizational requests as well as people leaving the organization their own initiative caused by disturbances in operations, dynamics Work team, and performance units.

H5 : Job Satisfaction matters in a way direct And significant to Turnover Intention PT Albadriyah Wisata

Connection Environment Work to *Turnovers Intention* through Satisfaction Work

The work environment is broadly divided into two, namely the environment physical work and non-physical work environments. The physical work environment is all physical conditions that exist around the workplace where it can be influence employee Good in a way direct nor No direct Meanwhile, the non-physical work environment is all the conditions that occur related to work relationships, both with superiors and with others colleague Work, or with subordinates (Sedarmayanti, 2009).

Turnovers intention is something circumstances in where worker own intention or a conscious tendency to look for a jobothers as alternatives in different organizations (Abdillah, 2012). Desire move somebody related tightly with opportunity career, satisfaction wages, satisfaction Work, connection Work, And environment Work, as well as burden Work (Zeffane, 1994).

Job satisfaction can be enjoyed in work, outside work, and combination in And outside work (Hasibuan, 2008). Koesmono (2005), suggests that satisfaction work is evaluation, feeling, or attitude somebody or employee to his job And relate withenvironment Work, so that can said that satisfaction Work is fulfillment of some of their desires and needs through work activities or Work.

H6 : influential work environment in no way direct And significant to turnover intention through satisfaction working at PT Albadriyah Wisata

Connection Compensation to *TurnoversIntention* through Satisfaction Work

Compensation is something form award Which given company against his employees over what employee give to his organization. Compensation is the main reason for employees to join in A company. Compensation Which fair more Possible Forinteresting, develop, motivating

And maintain employee Which qualified and competent (Quartey, 2013). According to Rivai (2005) compensation is something Which accepted employee as rewards or replacement contribution service they to company. On basically motivation biggestman For Work is so that get rewards For can liveself and his family.

Meanwhile, Gibson et al (2012) stated that job satisfaction as part of motivation. The satisfaction of organizational members can be related with their performance and work results as well as rewards and punishments they accept. So that level satisfaction Work employee in A organization can is known based on attitude member organization, absenteeism, lateness And complaint Which normal happen in something organization (Brahmasari& Agus, 2008).

Putrianti, et al (2014) provide the definition of turnover intention as the level or intensity of the desire to leave the company, there are many reasons Which cause it to arise turnover intention This And in among them are desire For get work Which more Good". Opinion the Also relatively The same with opinions as previously stated, that intention turnover is basically the desire to leave or get out of Company turnover intention is an employee's tendency or intention For stop Work or move from his job Alone in a way voluntarily according to his own choice. Furthermore, according to Price, et al in Wijaya (2010) define desire move Work is displacement employee organization cross limits or get out from a organization.

H7 : compensation matters in no way direct And significant to *turnover intention* through satisfaction working at PT Albadriyah Wisata

Framework

A conceptual framework is a pattern of thinking that shows the relationship between variables researched And at a time reflect type And amount formulation problem Which need answered through research theory used, type and number of hypotheses, and statistical analysis techniques used. Following description framework conceptual in study This:

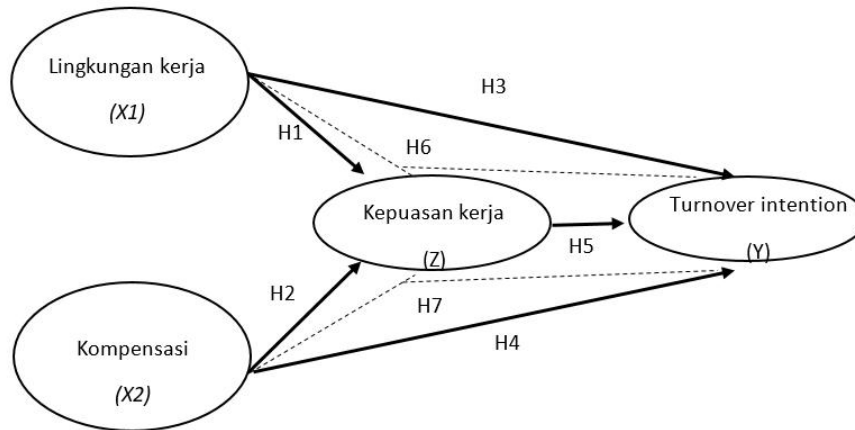


Figure 1. Framework of Thought

METHOD

Method used is to explain the causal relationship between work environment variables and compensation on job satisfaction through turnover intention . Population in study This is an employee of PT Albadriyah Wisata of which there are 50 samples . The sampling technique is *nonprobability sampling* which does not provide a chance or chance equal opportunity for every element or member of the population to be selected be sampled using the saturated sampling method. The data collection method uses a questionnaire with gform and Likert scale

measurement, namely a score of 1 (strongly disagree) to 5 (strongly agree) The data analysis method in the research uses Structural Equational Modeling (SEM) on SmartPLS software version 3.2.7. PLS is a structural equational model (SEM) based on variance or components.

RESULT AND DISCUSSION

the output factor loading results for the work environment construct , work compensation and job satisfaction and turnover intention on PLS:

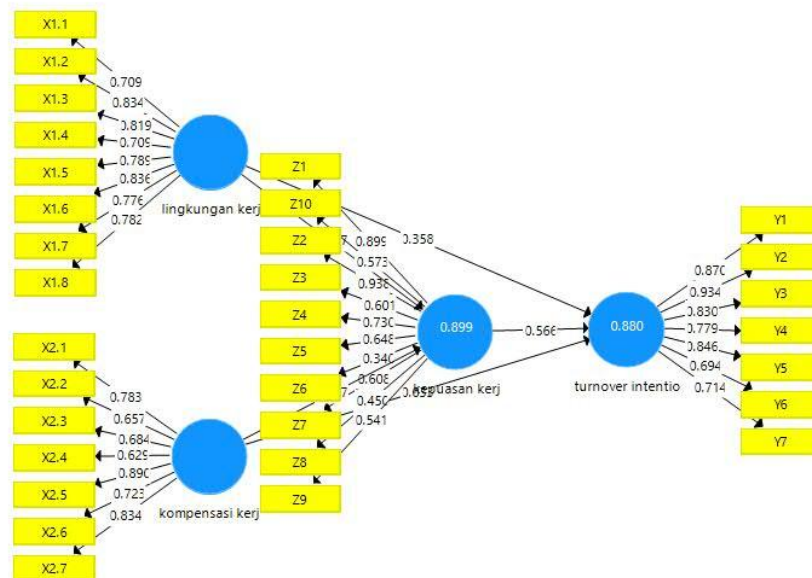


Figure 2. Loading Factor of Research Variables Before Dropping

Source: Results processed by Smart PLS

There are still factor loadings with a value of less than 0.5 based on the factor loading values mentioned above. For each indication, factor loadings are described in Table 3 below:

Table 2. Validity test

Variable	Items/Indicators	Outer Loading	Information
Work environment	X1 .1	0.709	Valid
	X1 .2	0.836	Valid
	X1 .3	0.820	Valid
	X1 .4	0.711	Valid
	X1 .5	0.787	Valid
	X1 .6	0.835	Valid
	X1 .7	0.778	Valid
	X1 .8	0.775	Valid
Work compensation	X2 .1	0.784	Valid
	X2 .2	0.660	Valid
	X2 .3	0.682	Valid
	X2 .4	0.630	Valid
	X2 .5	0.889	Valid
	X2 .6	0.721	Valid
	X2 .7	0.833	Valid

Job satisfaction	Z.1	0,916	Valid
	Z.2	0,630	Valid
	Z.3	0,929	Valid
	Z.4	0,613	Valid
	Z.5	0,753	Valid
	Z.6	0,660	Valid
	Z.7	0,654	Valid
Turnover intention	Y.1	0,871	Valid
	Y.2	0,934	Valid
	Y.3	0,827	Valid
	Y.4	0,778	Valid
	Y.5	0,847	Valid
	Y.6	0,698	Valid
	Y.7	0,712	Valid

Sumber : Results processed by Smart PLS , 2024

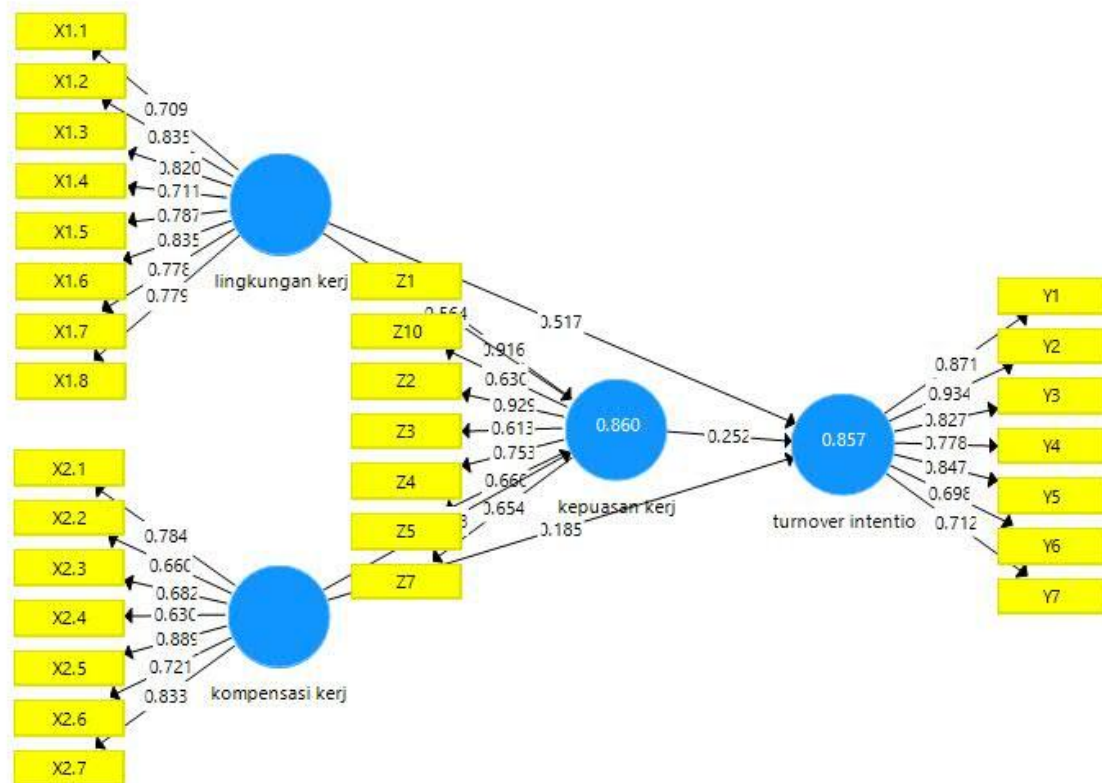


Figure 3. Loading Factor of Research Variables After Dropping
Source: Results processed by Smart PLS

The second order factor loading has reached convergent validity, as seen in the output in the route diagram above, where the indicator value is more than 0.5.

Reliability Test

If the construct reliability value of a variable is greater than 0.6, it is said to be very dependable in research. The results of reliability testing in each dimension of the latent variable work environment, work remuneration, job satisfaction, and intention to leave work are shown in

the table below.

Table 3. Reliability Testing

Variable	Cronbach's Alpha	Composite Reliability
Work environment	0.909	0.927
Work compensation	0.865	0.898
Job satisfaction	0.913	0.931
Turnover intention	0.824	0.876

Source: *Results processed by Smart PLS 3.0 , 2024*

The five latent constructs which include work environment, work compensation, job satisfaction, and turnover intention, have composite reliability values of 0.927, 0.898, 0.931, 0.876 (fourth cr value 0.7) and Cronbach's alpha values of 0.909, 0.865, 0.913, 0.824 (four ca values 0.6), in accordance with the reliability output results mentioned above. The four latent components (work environment, job compensation, job satisfaction, and *turnover intention*) can all be certified as reliable to proceed to the next level of analysis, namely examination of the inner model.

Evaluation of Goodness of Fit Structural Model (Inner Model)

The predictive relevance value (Q²) is used to measure the structural model's assessment of the goodness of fit. The formula used to determine the predictive-relevance (Q²) value is:

$$Q^2 = 1 - (1 - 0.848)(1 - 0.892)$$

$$Q^2 = 1 - (0.152)(0.108)$$

$$Q^2 = 1 - (0.0164)$$

$$Q^2 = 0.983$$

R² is the percentage of fluctuations in the dependent variable that can be accounted for by variations in the independent variable, which is measured by the coefficient of determination. The research results of the coefficient of determination of the research variables are presented in Table 5 below:

Table 4. R Square

Variable	R Square	Adjusted R Square
Job satisfaction	0.848	0.841
Turnover intention	0.892	0.885

Source: *Smart PLS processed results , 2024*

The size of the job satisfaction variable is 0.848, which shows that the influence of the work environment variable is 84%, in accordance with the coefficient of determination in the table above. The rest is explained by factors not included in the research model. Furthermore, the coefficient of determination is included in the moderate category because it is above 0.33. Furthermore, *the turnover intention* variable is 0.892, which means the impact of the work environment, work compensation and job satisfaction is 89%. Then the rest is described through other variables outside the research model. Furthermore, the coefficient of determination is included in the moderate category because it is above 0.33. Because the model has a predictive-relevance value of 0.983 or 98%, it can be claimed to have a relevant predictive-relevance value. The diversity of data that can be described by the model is 98%, or in other words the model can explain 98% of the information in the data, in accordance with a predictive-relevance value of 89%. Meanwhile, additional factors (which are not included in the model) and errors account for the remaining 2% of the explanation

Hypothesis test

In this study, statistical results are used for each partial direct effect channel to evaluate the hypothesis.

Table 5. Hypothesis testing

Hypothesis (Hypothesis)	Correlation (Connection)	Direct Effects & Indirect Effects			Conclusion (Conclusion)
		Original Sample	T- Statistic	P- Value (1- Tailed)	
H1	Work environment => <i>turnover intention</i>	0.352	2,473	0.007	H1 Accepted
H2	Work compensation => <i>turnover intention</i>	0.320	2,630	0.004	H2 Accepted
H3	Work environment => job satisfaction	0.659	5,168	0,000	H3 Accepted
H4	Compensation => job satisfaction	0.283	2,053	0.020	H4 Accepted
H5	<i>Turnover intention</i> => job satisfaction	0.308	2,478	0.007	H5 Accepted
H6	Work environment => job satisfaction => <i>turnover intention</i>	0.087	1,870	0.031	H6 Accepted
H7	Job compensation => job satisfaction => <i>turnover intention</i>	0.203	2,103	0.018	H7 Accepted

Note: **Significant at the 5% level, *Significant at the 10% level

Source: *Results processed by Smart PLS, 2024*

The influence of the work environment on *turnover intention*

According to the results of statistical data processing, variables that influence the workplace have an impact on employees' intentions to leave their jobs. Consequently, this theory is consistent with the findings of research that has been carried out. Hypothesis 1 is accepted. This states that the work environment has a large and favorable impact on turnover intention, namely that the greater the turnover intention, the more favorable the work environment will be, and vice versa.

The research results are in accordance with researchers (Sedarmayanti, 2011) that the physical environment of employees which may have an impact on their ability to complete the tasks assigned by the organization is referred to as the work environment. But in general, the idea of a work environment refers to the circumstances and settings in which individuals carry out their duties and work to the maximum extent possible.

The influence of work compensation on *turnover intention*

Through the results of statistical data processing, it can be seen that the work remuneration variable has an impact on *turnover intention* employee. Consequently, this theory is consistent with the findings of research that has been carried out. The second theory is accepted. This suggests that the likelihood of turnover is significantly and favorably influenced by job pay; in other words, the greater the work compensation, the higher the possibility of turnover, and vice

versa.

The research results are according to researcher Indriyanti (2009) there are 3 type compensation, i.e : 1) Direct compensation (direct financial payment) takes the form of intensive salary or commission/bonus. 2) Indirect compensation (direct payment) in the form of insurance and benefits. 3) Compensation non financial (non financial rewards) for example O'clock work in a flexible and flexible manner office prestigious

The influence of the work environment on job satisfaction

Based on the results of statistical data processing that has been carried out, it is clear that the characteristics of the work environment have an impact on job satisfaction. Consequently, this theory is consistent with the findings of the research that has been carried out. Hypothesis 3 is accepted. This states that the workplace environment significantly and favorably influences job satisfaction; in other words, the more pleasant the workplace, the greater the job satisfaction, and vice versa.

The results of this research are in accordance with researchers Wuwungan, RY, Taroreh, RN, & Uhing, Y. (2017), say that The work environment (X1) has a regression coefficient of 0.356 which shows a positive impact on the job satisfaction variable (Y).

The effect of job compensation on job satisfaction

Through the results of statistical data processing carried out, it is proven that the work remuneration variable has an impact on job satisfaction. Consequently, this theory is consistent with the findings of research that has been carried out. 4 is the established hypothesis. This states that work remuneration has a fairly large and beneficial impact on job satisfaction; in other words, more job satisfaction is correlated with greater job compensation and vice versa.

The results of this research are in line with researchers Ridolof W. Batilmurik (2010), Suryati (2011) and Rizwan Qaiser Danish (2010) based on his study findings that there is a substantial relationship between salary and job happiness.

The influence of *turnover intention* on job satisfaction

The results of statistical data processing state that the turnover intention variable has an impact on job satisfaction. This is indicated by the findings of the turnover intention variable. Consequently, the theory is consistent with the research findings where it has been carried out. Hypothesis 5 is accepted. This shows that *turnover intention* has a significant and positive influence on job satisfaction , in other words, the greater *the turnover intention* , the higher the job satisfaction and vice versa.

The results of this research are in line with researchers Mello (2011) who said that if Turnover is a situation where individuals leave a company on their own initiative or at the request of the business due to disruptions in operations, team cohesion, or unit performance.

The influence of the work environment on job satisfaction through *turnover intention*

Through the results of statistical data processing that has been carried out, work environment factors influence job satisfaction through the impact on the possibility of leaving the company. Consequently, this theory is consistent with the findings of research that has been carried out. The sixth hypothesis is accepted. This shows that the likelihood of turnover is significantly and favorably influenced by workplace on job satisfaction.

The results of this research are in line with Koesmono researchers (2005), can say that job

satisfaction is the achievement of a number of wishes and desires through work or work-related activities. Job satisfaction is an assessment, feeling, or attitude of a person or employee towards their work and its relationship to the work environment.

The effect of job compensation on job satisfaction through *turnover intention*

Through the results of statistical data processing that has been carried out, work environmental factors influence job satisfaction through an impact on the possibility of leaving the company. Consequently, this theory is consistent with the findings of research that has been carried out. The seventh hypothesis is accepted. This shows that the possibility of turnover is significantly and favorably influenced by the workplace on job satisfaction.

The research results are in line with researchers Price, et al in Wijaya (2010) The movement of organizational personnel across borders or out of an organization is the definition of job *turnover intention* .

CONCLUSION

Based on the results of the research that has been carried out, it can be concluded that the work environment has a positive effect on job satisfaction. Work compensation has a positive effect on job satisfaction. The work environment has a positive effect on *turnover intention* . Work compensation has a positive effect on *turnover intention*. Job satisfaction has a positive effect on *turnover intention* . The work environment has a positive effect on *turnover intention* through job satisfaction. Compensation has a positive effect on *turnover intention* through job satisfaction.

This research provides advice to management regarding the work environment variable which states that there are still employees who do not work professionally so that it is necessary to re-evaluate the relationship between family and work. work compensation variable which states that there are still employees who are not given leave rights so it is hoped that companies can provide their employees with rights. The job satisfaction variable states that there are still employees who do not get the opportunity to get a job promotion so they need to train their abilities and skills from their superiors. *turnover intention* variable which states that there are still employees who are thinking about leaving the company so that job satisfaction, work environment and compensation need to be improved. Future researchers can increase the number of respondents which can be used as samples to reflect the entire population and expand the research variables other than work environment variables , work compensation and job satisfaction. and *turnover intention*.

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