

ABSTRAK

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“Pengaruh Beban Kerja, Pengembangan Karir, Kompensasi, dan Lingkungan Kerja Terhadap *Turnover Intention* serta Tinjauannya dalam Sudut Pandang Islam (Studi Kasus Pada Karyawan Divisi *Telesales* PT Majoo Teknologi Indonesia, Prapanca Jakarta Selatan)”.

147 halaman + xvi halaman + 27 tabel + 3 gambar + 10 lampiran

Uraian Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh beban kerja, pengembangan karir, kompensasi, dan lingkungan kerja terhadap *turnover intention*. Populasi dalam penelitian ini adalah karyawan PT Majoo Teknologi Indonesia divisi *telesales*. Teknik pengambilan sampel yang digunakan adalah sampel jenuh. Jumlah responden dalam penelitian ini sebanyak 100 karyawan. Data dikumpulkan dengan menggunakan kuesioner. Metode analisis data yang digunakan yaitu analisis regresi linear berganda.

Hasil penelitian menunjukkan bahwa: (1) beban kerja secara parsial berpengaruh positif dan signifikan terhadap *turnover intention*. (2) pengembangan karir secara parsial tidak berpengaruh terhadap *turnover intention*. (3) kompensasi secara parsial tidak berpengaruh terhadap *turnover intention*. (4) lingkungan kerja secara parsial berpengaruh positif dan signifikan terhadap *turnover intention*. (5) beban kerja, pengembangan karir, kompensasi, dan lingkungan kerja secara simultan berpengaruh terhadap *turnover intention*

Dalam sudut pandang islam beban kerja, pengembangan karir, kompensasi, lingkungan kerja, dan *turnover intention* memiliki keterkaitan satu sama lain untuk mempertahankan kualitas sumber daya manusia agar perusahaan memiliki kualitas yang semakin baik sesuai ajaran islam.

Kata Kunci: Beban Kerja, Pengembangan Karir, Kompensasi, Lingkungan Kerja dan *Turnover Intention*

ABSTRACT

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“The Effect of Workload, Career Development, Compensation, and Work Environment on Turnover Intention and its Overview from the Islamic Point of View (Case Study on Employees of the Telesales Division of PT Majoo Teknologi Indonesia, Prapanca South Jakarta)

147 page + xvi page + 27 table + 3 image + 10 attachment

Abstract Description

This study aimed to determine the effects of workload, career development, compensation, and work environment on turnover intention. The population in this study was employees of the Telesales Division of PT Majoo Teknologi Indonesia. The sampling technique used is saturation sample. The number of respondents in this study were 100 employees. The data collected by using questioner. Data analysis method used is multiple linear regression analysis.

The results showed that: (1) workload partially has a positive and significant effect on turnover intention. (2) career development partially has no significant effect on turnover intention. (3) compensation partially has no significant effect on turnover intention. (4) work environment partially has a negative and significant effect on turnover intention. (5) workload, career development, compensation, and work environment simultaneously affect on turnover intention.

From islamic point of view workload, career development, compensation, work environment, and turnover intention are related to each other to maintain the quality of human resources that makes the company have better quality in accordance with islamic teachings

Keywords: *Workload, Career Development, Compensation, Work Environment, and Turnover Intention*