

ABSTRAK

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Pengaruh Beban Kerja, Kompensasi, Lingkungan Kerja Non Fisik, *Perceived Organizational Support* Terhadap *Turnover Intention* Karyawan Pada PT Ohgishi Indonesia Serta Tinjauannya Dari Sudut Pandang Islam

114 halaman + xiv halaman + 20 tabel + 3 gambar dan 4 lampiran

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh beban kerja, kompensasi, lingkungan kerja non fisik, *perceived organizational support* terhadap *turnover intention* serta tinjauannya dari sudut pandang islam. Populasi dalam penelitian ini adalah karyawan PT Ohgishi Indonesia. Teknik pengambilan sampel yang digunakan adalah Sampling Jenuh. Jumlah responden pada penelitian ini yaitu sebanyak 85 orang karyawan kantor PT Ohgishi Indonesia. Data dikumpulkan dengan menggunakan metode survey dengan menggunakan kuesioner melalui *google form*. Dalam mengelola data dan untuk metode analisis data yang digunakan yaitu menggunakan analisis metode *Partial Last Square Structural Equation Modelling* (PLS-SEM). Berdasarkan hasil penelitian disimpulkan bahwa variabel Beban Kerja dan Kompensasi berpengaruh positif dan signifikan terhadap *Turnover Intention*. Sedangkan variabel Lingkungan Kerja Non Fisik dan *Perceived Organizational Support* berpengaruh negatif dan signifikan terhadap *Turnover Intention*. Selanjutnya secara simultan bahwa variabel Beban Kerja, Kompensasi, Lingkungan Kerja Non Fisik, dan *Perceived Organizational Support* berpengaruh signifikan terhadap *Turnover Intention*. Menurut sudut pandang Islam menyatakan bahwa Beban Kerja dan *Turnover Intention* pada PT Ohgishi Indonesia belum sesuai dengan syariat Islam sedangkan Kompensasi Lingkungan Kerja Non Fisik dan *Perceived Organizational Support* pada PT Ohgishi Indonesia sudah sesuai dengan syariat Islam. Islam mengajarkan untuk senantiasa meringankan beban bagi pekerja, memberikan kompensasi yang sesuai dengan hasil kerja karyawan, menciptakan hubungan yang harmonis sesama rekan kerja dan atasan, serta memberi dukungan atau penghargaan sebagai salah satu bentuk menghargai karyawan dan juga meminimalisir segala hal yang nantinya dapat membuat karyawan keluar dari perusahaan.

Kata Kunci : Beban Kerja, Kompensasi, Lingkungan Kerja Non Fisik, *Perceived Organizational Support*, *Turnover Intention*, PLS

ABSTRACT

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The Effect of Workload, Compensation, Non-Physical Work Environment, Perceived Organizational Support on Employee Turnover Intention at PT Ohgishi Indonesia and its Review from an Islamic Perspective

114 pages + xiv pages + 20 tables + 3 picture and 4 attachments

Abstract

This study aims to determine the effect of workload, compensation, non-physical work environment, perceived organizational support on turnover intention and its review from an Islamic point of view. The population in this study were employees of PT Ohgishi Indonesia. The sampling technique used is saturated sampling. The number of respondents in this study were 85 employees of the PT Ohgishi Indonesia office. Data was collected using a survey method using a questionnaire via google form. In managing the data and for the data analysis method used, namely the analysis of the Partial Last Square Structural Equation Modeling (PLS-SEM) method. Based on the results of the study, it was concluded that the variables of Workload and Compensation had a positive and significant effect on Turnover Intention. While the variables of the Non-Physical Work Environment and Perceived Organizational Support have a negative and significant effect on Turnover Intention. Furthermore simultaneously, the variables of Workload, Compensation, Non-Physical Work Environment, and Perceived Organizational Support have a significant effect on Turnover Intention. According to the Islamic point of view, it states that the Workload and Turnover Intention at PT Ohgishi Indonesia are not in accordance with Islamic law, while the Non-Physical Work Environment Compensation and Perceived Organizational Support at PT Ohgishi Indonesia are in accordance with Islamic law. Islam teaches to always lighten the burden for workers, provide compensation in accordance with the work of employees, create harmonious relationships among colleagues and superiors, and provide support or appreciation as a form of respecting employees and also minimizing all things that can later make employees leave from the company.

Keywords: *Workload, Compensation, Non-Physical Work Environment, Perceived Organizational Support, Turnover Intention, PLS*