

## **ABSTRACT**

*The purpose of this study to determine the effect of compensation, work environment and work motivation to employee turnover intention at Revivo Wellness Resort Nusa Dua. The sampling technique is saturated, with 100 respondents. Data analysis technique is regression analysis. Data collection using questionnaires. The results showed that partially compensation (X1) gave a negative and significant influence to employee intention turnover (Y) (-0.783). Partially work environment (X2) gives a negative and significant influence to employee intention turnover (Y) (-0.189). Partially work motivation (X3) gives negative and significant influence to employee intention turnover (Y). (-0.240). Simultaneously compensation (X1), work environment (X2) and work motivation (X3) have a negative and significant effect on employee intention turnover (Y) at Revivo Wellness Resort Nusa Dua. This is evidenced by multiple regression analysis  $Y = 9.676 - 0.783X1 - 0.189X2 - 0.240X3$ . Then, affirmed by the F test (F - test) where F arithmetic is greater than F table, which means  $H_0$  is rejected and  $H_a$  accepted. In addition through multiple determination analysis, compensation (X1), work environment (X2) and work motivation (X3) contributed 67.3% to turnover intention (Y) at Revivo Wellness Resort Nusa Dua.*

**Keywords: Compensation, Work Environment, Work Motivation, Turnover Intention.**

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, lingkungan kerja, dan motivasi kerja terhadap *turnover intention* di *Revivo Wellness Resort* Nusa Dua. Teknik sampling menggunakan metode jenuh dengan jumlah 75 orang responden. Teknik analisis data yang digunakan adalah Teknik analisis regresi. Pengumpulan data menggunakan kuesioner. Hasil penelitian menunjukkan secara parsial kompensasi (X1) berpengaruh negatif dan signifikan terhadap *turnover intention* (Y) (-0,783). Secara parsial lingkungan kerja (X2) berpengaruh negatif dan signifikan terhadap *turnover intention* (Y) (-0,189). Secara parsial motivasi kerja (X3) berpengaruh negatif dan signifikan terhadap *turnover intention* (Y) (-0,240). Secara simultan kompensasi (X1), lingkungan kerja (X2), motivasi kerja (X3) berpengaruh negatif dan signifikan terhadap *turnover intention* karyawan (Y) di *Revivo Wellness Resort* Nusa Dua. Hal ini dibuktikan melalui analisis regresi berganda  $Y = 9.676 - 0.783X_1 - 0.346X_2 - 0,240X_3$ . Kemudian dipertegas dengan uji F (F-test) dimana F hitung lebih besar dibandingkan dengan F tabel, yang berarti  $H_0$  ditolak dan  $H_a$  diterima. Selain itu melalui analisis determinasi berganda, kompensasi (X1), lingkungan kerja (X2), motivasi kerja (X3) memberikan kontribusi 71,2% terhadap *turnover intention* (Y) di *Revivo Wellness Resort* Nusa Dua.

**Kata Kunci:** **Kompensasi, Lingkungan Kerja, Motivasi Kerja, *Turnover Intention*.**