

ABSTRAK

Kompensasi Finansial berpengaruh penting bagi perusahaan dan karyawan, dalam kasus ini yaitu karyawan Ayam Bakar Pak D cabang Kota Surabaya. Namun, permasalahannya adalah apakah Kompensasi Finansial telah memberikan kontribusi secara optimal sehingga dapat menunjang pencapaian tujuan perusahaan. Penelitian ini berfokus pada bagaimana Kompensasi Finansial dapat meningkatkan *Affective Organizational Commitment* karyawan sehingga tingkat *Turnover Intention* karyawan rendah. Variabel-variabel yang digunakan dalam penelitian ini adalah Kompensasi Finansial Langsung, Kompensasi Finansial Tidak Langsung, *Affective Organizational Commitment*, dan *Turnover Intention*. Penelitian ini menggunakan pendekatan kuantitatif dengan menggunakan kuesioner dan metode *Path Analysis*. Responden dari penelitian ini adalah karyawan tiap outlet Ayam Bakar Pak D cabang Kota Surabaya sebanyak 94 orang.

Hasil penelitian ini menunjukkan bahwa Kompensasi Finansial Langsung dan Kompensasi Finansial Tidak Langsung akan meningkat ketika *Affective Organizational Commitment* meningkat dan *Turnover Intention* akan menurun ketika Kompensasi Finansial Langsung dan *Affective Organizational Commitment* meningkat. Namun, peningkatan Kompensasi Finansial Tidak Langsung tidak mempengaruhi peningkatan/penurunan *Turnover Intention*. Sedangkan *Affective Organizational Commitment* memediasi pengaruh hubungan Kompensasi Finansial Langsung terhadap *Turnover Intention*. Namun, *Affective Organizational Commitment* tidak memediasi pengaruh hubungan Kompensasi Finansial Tidak Langsung terhadap *Turnover Intention*.

Kata kunci: Kompensasi Finansial Langsung, Kompensasi Finansial Tidak Langsung, *Affective Organizational Commitment*, dan *Turnover Intention*

ABSTRACT

Financial compensation has an important impact for the company and employees, which in this case is the employees of the Surabaya branch of Ayam Bakar Pak D. However, the problem is whether Financial Compensation has optimally contributed so that it can support the achievement of company goals. This research focuses on how Financial Compensation is able to improve employee's Affective Organizational Commitments so that employee's Turnover Intention rates can be lower. The variables used in this study are Direct Financial Compensation, Indirect Financial Compensation, Affective Organizational Commitment, and Turnover Intention. This study uses quantitative approach by using questionnaire and Path Analysis method. Respondents of this study are 94 employees in each outlet of the Surabaya branch of Ayam Bakar Pak D.

The results of this study indicate that Direct Financial Compensation and Indirect Financial Compensation will increase if Affective Organizational Commitment also increase and Turnover Intention will decrease if Direct Financial Compensation and Affective Organizational Commitment also increase. However, an increase of Indirect Financial Compensation does not impact the increase/decrease of Turnover Intention. Whereas Affective Organizational Commitment mediates the impact of Direct Financial Compensation on Turnover Intention. However, Affective Organizational Commitment does not mediate the impact of Indirect Financial Compensation on Turnover Intention.

Keywords: Direct Financial Compensation, Indirect Financial Compensation, Affective Organizational Commitment, and Turnover Intention