

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *work life balance*, *career development*, *compensation* terhadap *turnover intention* melalui *job satisfaction* sebagai variabel intervening. Sampel dalam penelitian ini adalah karyawan PT Bank Syariah Mandiri RO V Jawa 2 yang berjumlah 110 responden. Teknik pengambilan sampel dalam penelitian ini adalah dengan *purposive sampling* yaitu teknik pengambilan sampel sumber data dengan pertimbangan tertentu. Penelitian ini menggunakan metode survei menggunakan kuesioner dalam pengambilan data dan diolah dengan menggunakan smartPLS (Partial Least Squares). Hasil pengujian terhadap hipotesis, menunjukkan bahwa terdapat pengaruh positif *work life balance* terhadap *job satisfaction*. Tidak terdapat pengaruh *work life balance* terhadap *turnover intention*. Terdapat pengaruh positif *compensation* terhadap *job satisfaction*. Tidak terdapat pengaruh *compensation* terhadap *turnover intention*. Terdapat pengaruh positif *compensation* terhadap *job satisfaction*. Terdapat pengaruh negatif *compensation* terhadap *turnover intention*. Terdapat pengaruh negatif *job satisfaction* terhadap *turnover intention*. Tidak terdapat pengaruh *Work life balance* terhadap *turnover intention* melalui *job satisfaction* variabel intervening. Tidak terdapat pengaruh *career development* terhadap *turnover intention* melalui *job satisfaction* variabel intervening. Tidak terdapat pengaruh *compensation* terhadap *turnover intention* melalui *job satisfaction* variabel intervening.

**Kata Kunci:** *Work life balance, career development, compensation, turnover intention, job satisfaction*

## ABSTRACT

This study aims to determine the effect of work life balance, career development, compensation on turnover intention through job satisfaction as an intervening variable. Samples in this study are employees of PT Bank Syariah Mandiri RO V Java 2, total of 110 respondents. The sampling technique in this study was purposive sampling, namely the technique of sampling data sources with certain considerations. This study uses a survey method using a questionnaire in data collection and processed using Partial Least Squares. The results of the testing of the hypothesis indicate that there is a positive effect of work life balance on job satisfaction. There is no effect of work life balance on turnover intention. There is a positive compensation effect on job satisfaction. There is no effect of compensation on turnover intention. There is a positive compensation effect on job satisfaction. There is a negative effect of compensation on turnover intention. There is a negative effect of job satisfaction on turnover intention. There is no effect of Work life balance on turnover intention through job satisfaction as an intervening variable. There is no effect of career development on turnover intention through job satisfaction as an intervening variable. There is no effect of compensation on turnover intention through job satisfaction as an intervening variable.

**Keywords:** *Work life balance, career development, compensation, turnover intention, job satisfaction*