

## ABSTRAK

Pegawai merupakan aspek terpenting bagi kemajuan organisasi Puskesmas. Pegawai yang didukung dengan lingkungan pekerjaan yang nyaman lebih cenderung untuk berkomitmen dalam organisasi tersebut. Ketika pegawai sudah merasa nyaman di organisasi tersebut, keinginan untuk *turnover intention* lebih rendah. Tujuan dari penelitian ini adalah untuk mengetahui dampak *servant leadership* dan kompensasi berpengaruh terhadap *turnover intention* melalui komitmen organisasional. Penelitian ini dilakukan menggunakan survei melalui kuesioner dengan responden penelitian yang digunakan sebanyak 200 Pegawai non PNS di Puskesmas Se Jakarta Barat baik tenaga medis, paramedic, dan administrasi. Data dianalisis dengan menggunakan *Structural Equation Model* (SEM). Hasil penelitian ini menunjukkan bahwa *servant leadership*, komitmen organisasional dan kompensasi berpengaruh langsung terhadap *turnover intention*. Kemudian *servant leadership* berpengaruh terhadap komitmen organisasional. Akan tetapi kompensasi tidak berpengaruh terhadap komitmen organisasioal secara langsung.

**Kata kunci:** *servant leadership*, kompensasi, komitmen organisasional, *turnover intention*, pegawai

## ABSTRACT

Employees take the most important role in the progress of the community health care center (Puskesmas) organization. Once they get a good work environment, it is more likely to commit to the organization. Its impact is in line with the number for the turnover intention that is lower. This research aimed to determine the effect of servant leadership and compensation on turnover intention through organizational commitment. In this research, we employed the purposive sampling method for data collection techniques with several criteria on the questionnaire. Based on those criteria, it was obtained 200 Puskesmas non-civil servants in West Jakarta, both medical, paramedical, and administrative staff. The data analysis used in this research was the Structural Equation Model (SEM). The results of this research indicated that servant leadership, organizational commitment, and compensation had a direct effect on turnover intention. Servant leadership on one hand affected organizational commitment. On the other hand, compensation explained the indirect effect given to organizational.

**Keywords:** Servant leadership, Compensation, Organizational commitment, Turnover intention, Employee.