

**Compensation Effect Analysis And Work Motivation  
Against Turnover Intention  
Case Studies at UD. Yosua**

Ricky Wirianto

Fakultas Ekonomi Universitas Esa Unggul

**ABSTRACT**

This study aims to determine the effect of compensation, motivation and turnover intention. In this study, the independent variables consist of compensation, motivation and the dependent variable is the turnover intention.

The method used in this research is Multiple Linear Regression, where a sample of respondents are all employees who work at UD. Yosua. From the research conducted, it can be concluded that the compensation and motivation have a significant influence on turnover intention simultaneously. And after doing that research then obtained the regression equation, namely:  $Y = 0.809 + 0,304X_1 + 0,442X_2$

The conclusion of this study is the compensation had partial effect on turnover intention, then to the second hypothesis work motivation also has a partial effect on turnover intention. Although it has a partial effect on the dependent variable. Both variables X that was simultaneously also has an influence on the dependent variable or turnover intention.

Keywords : Compensation, Work Motivation, *Turnover Intention*