

Abstract

This study aims to analyze the effect of workload and compensation on turnover intention through employee job satisfaction at PT. Len Industri (Persero). The phenomenon of high turnover intention is a concern for management, especially due to high workload and suboptimal compensation. This study uses a quantitative approach with data collection techniques through questionnaires to employees of PT. Len Industries. The data was analyzed using the Structural Equation Modeling (SEM) method based on Partial Least Square (PLS). The results show that workload and compensation have a significant effect on job satisfaction, and job satisfaction has a negative effect on turnover intention. In addition, workload and compensation also have an indirect influence on turnover intention through job satisfaction. These findings provide important implications for management in designing workload management and compensation strategies to increase job satisfaction and reduce turnover intention.

Keywords: Workload, Compensation, Job Satisfaction, Turnover Intention, PLS -SEM, PT. Industrial Loan (Persero)