

ABSTRAK

Penelitian Ini Bertujuan Untuk Mengetahui Seberapa Besar Pembahasan Pengaruh Kompensasi Dan Lingkungan Kerja Non-Fisik Terhadap *Turnover Intention* Dengan *Job Satisfaction* Sebagai Variabel Intervening (Studi Pada Gaia Dental Clinic). Metode Analisis Data berupa jenis Data Kuesioner dengan Sampel 38 responden. Metode Analisis Data Yang Digunakan Adalah Analisis jenis Data Kuesioner. Hasil penelitian Yang Didapatkan Berdasarkan Uji Parsial (Uji T) Diperoleh : Tidak Terdapat pengaruh Kompensasi terhadap *Job Satisfaction* pada Gaia Dental Clinic, Tidak Terdapat pengaruh Lingkungan Kerja Non Fisik terhadap *Job Satisfaction* pada Gaia Dental Clinic, Tidak Terdapat pengaruh Kompensasi terhadap *Turnover Intention* pada Gaia Dental Clinic. Tidak Terdapat pengaruh Lingkungan Kerja Non Fisik terhadap *Turnover Intention* pada Gaia Dental Clinic, Terdapat pengaruh *Job Satisfaction* terhadap *Turnover Intention* pada Gaia Dental Clinic, *Job Satisfaction* Tidak mampu mempengaruhi variable Kompensasi terhadap *Turnover Intention*, *Job Satisfaction* Tidak mampu mempengaruhi variable Lingkungan Kerja Non Fisik terhadap *Turnover Intention*.

Kata kunci : Kompensasi, Lingkungan Kerja Non Fisik, *Turnover Intention*, *Job Satisfaction*

ABSTRACT

This research aims to find out big facts. Discussion of the influence of compensation and non-physical work environment on turnover intention with Job Satisfaction as an intervening variable (Study at Gaia Dental Clinic). The data analysis method is in the form of questionnaire data with a sample of 38 respondents. The data analysis method used is questionnaire data analysis. The research results obtained based on the partial test (T test) obtained: There is no influence of compensation on Job Satisfaction at Gaia Dental Clinic, there is no influence of non-physical work environment on Job Satisfaction at Gaia Dental Clinic, there is no influence of compensation on turnover intention at Gaia Dental Clinic. There is no influence of non-physical work environment on turnover intention at Gaia Dental Clinic. There is an influence of Job Satisfaction on turnover intention at Gaia Dental Clinic. on Turnover Intention, .Job Satisfaction Not able to influence Non-Physical Work Environment variables on Turnover Intention.

Keywords: *Compensation, Non-Physical Work Environment, Turnover Intention, Job Satisfaction*