THE IMPACT OF COMPENSATION AND JOB SATISFACTION ON ORGANIZATIONAL COMMITMENT AND TURNOVER INTENTION OF FINANCE EMPLOYEES AT PT. XYZ

BY:
VITTA AGUSTIN
3303012022

FACULTY OF BUSINESS
WIDYA MANDALA CATHOLIC UNIVERSITY SURABAYA
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INTERNSHIP REPORT

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International Business Management Program

By:

VITTA AGUSTIN
3303012022

INTERNATIONAL BUSINESS MANAGEMENT
BUSINESS FACULTY
WIDYA MANDALA CATHOLIC UNIVERSITY
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By:
VITTA AGUSTIN
3303012022

Approved and Accepted
to be Submitted to the Panel Team

Advisor 1,

YB. Budi Iswanto, Ph.D., MA.
Date: 18 July 2016
AUTHENTICITY STATEMENT OF SCIENTIFIC PAPER 
AND PUBLICATION APPROVAL OF SCIENTIFIC PAPER

For the sake of knowledge development, I as a student of Widya Mandala University Surabaya:

I, the undersigned below:

Name : Vitta Agustin
NRP : 3303012022
Title : THE IMPACT OF COMPENSATION AND JOB SATISFACTION ON ORGANIZATIONAL COMMITMENT AND TURNOVER INTENTION OF FINANCE EMPLOYEES AT PT. XYZ

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Stated by

Vitta Agustin
Internship report that is written by: Vitta Agustin  
NRP: 3303012022 
Has been examined on June 27th, 2016 and is accepted to pass by the Panel Team.

Panel Leader: 

Lena Ellitan, PhD 

Confirmed by: 

Dean, 

Dr. Lodovicus Lasdi, MM 
NIK 321.96.03.70 

Head of Program 

Elisabeth Suprihayanti, SE., M.Si 
NIK 311.99.0369
FOREWORD

Praise and great gratitude submitted to Almighty God, who always gives His gracious mercy and tremendous blessing that has helped the author finishing this Case Study with entitled: The Impact of Compensation and Job Satisfaction on Organizational Commitment and Turnover Intention at PT. XYZ. This Case Study is as a requirement in accomplishing S-1 Degree at the Department of International Business Management of Business Faculty in Widya Mandala Catholic University Surabaya.

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ABSTRACT

This research aims to explore the impact of compensation and job satisfaction on organizational commitment and turnover intention at PT. XYZ.

This quantitative and causal type research uses questionnaires for on-site survey. Purposive sampling method was used. The sample consisted of 98 respondents whose permanent employees and already worked more than 1 year. Data were analyzed using SPSS 18.0 and SmartPLS 3.

The result of the found that there is a positive impact of compensation on organizational commitment. There is no significant impact of job satisfaction on organizational commitment. Furthermore, negative impact of compensation on turnover intention is also indicated. Job satisfaction is shown to have negative impact on turnover intention. The result also indicates that organizational commitment has negative impact on turnover intention.

Keywords: Compensation, Job Satisfaction, Organizational Commitment, Turnover Intention