

**PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP TURNOVER INTENTION KOPERASI SERBA USAHA “AKBAR 69” UNIT SIDAYU GRESIK**

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**ABSTRAK**

Dijelaskan riset ini menganalisa kompensasi serta lingkungan kerja terhadap turnover intention Koperasi serba usaha “AKBAR 69” unit Sidayu, Gresik. Riset ini memakai pendekatan kuantitatif deskriptif. Didapat hasil temuan X1 sebesar 0,232 serta sig. ,818. X2 3,202 serta sig. ,003 < ,05. hasil f-hitung 5,836 serta sig. ,006. Artinya X1 tidak berpengaruh serta X2 terbukti adanya pengaruh terhadap variabel bebas. Secara simultan terbukti berpengaruh variabel bebas terhadap variabel terikat.

Kata Kunci : kompensasi, lingkungan kerja, turnover intention

**ABSTRACT**

This study explained that the compensation and work environment for the turnover intention of the "AKBAR 69" all-round Cooperative business unit in Sidayu, Gresik. This research uses descriptive quantitative observations. Obtained X1 findings of 0.232 and sig. , 818. X2 3.202 as well as sig. , 003 < , 05. the f-count result is 5,836 and sig. , 006. This means that X1 has no effect and X2 has proven effects on independent variables. Simultaneously proven to influence the independent variable on the dependent variable.

Keywords : compensation, worked environment, turnover intentions

**PENDAHULUAN**

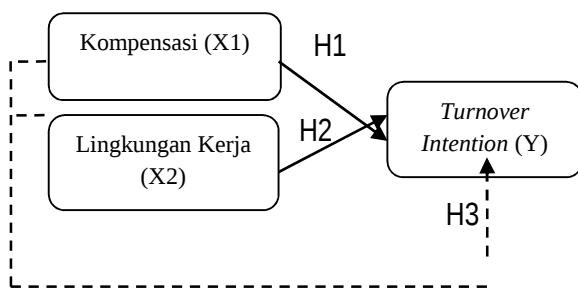
Perkembangan bisnis diberbagai sektor juga sangat ketat saat ini, banyaknya perusahaan bermunculan, sehingga hal tersebut dapat menghambat serta menjadi ancaman bagi perusahaan lama yang berusaha dan berkembang semakin sulit. Permasalahan perusahaan kini banyak terjadi diberbagai unit operasional perusahaan, permasalahan tersebut seperti modal usaha, kinerja pegawai, investasi yang melamban serta proses produksi serta pemasaran produk/jasa yang semakin ketat persaingannya. Setiap organisasi ataupun perusahaan pasti memiliki tujuan untuk memperoleh laba atau profit semaksimal mungkin, hal ini dikarenakan visi-misi perusahaan yang akan terus mendorong perusahaan untuk mencapai target perusahaan, setiap perusahaan telah memasang targetnya masing-masing, hal ini dilakukan agar tercapainya tujuan perusahaan dengan strategi yang tepat dapat berjalan dengan skenario manajemen perusahaan. Perusahaan ataupun organisasi membutuhkan potensi SDM yang mumpuni dalam menerapkan target serta pencapaian perusahaan, hal ini telah direncanakan secara baik dan sistematis agar perusahaan menjalankan roda bisnisnya sesuai dengan visi-misi perusahaan. Dalam rangka menjaga potensi SDM dibutuhkan kerja keras serta kerjasama yang baik antara manajemen serta kesinambungan dalam mencapai tujuan bersama. Ketika perusahaan telah memiliki SDM yang potensial serta memiliki reputasi bagus, bukan tidak mungkin perusahaan akan mengalami kemajuan yang pesat, SDM menjadi aktor vital kemajuan perusahaan, sehingga dibutuhkan daya tarik lebih oleh perusahaan untuk menempatkan modal usaha. Salah satu sumber daya yang penting adalah sumber daya manusia. Sumber daya manusia merupakan salah satu keunggulan yang harus dimiliki perusahaan karena sumber daya manusia merupakan faktor penggerak bagi kelangsungan perusahaan. Sumber daya manusia sangat erat kaitanya dengan perusahaan, jalan atau tidaknya perusahaan sangat ditentukan oleh sumber daya manusianya. Disinilah letak peran penting

manajemen sumber daya manusia dalam menjaga dan memperoleh sumber daya manusia yang berkualitas dan handal.

Koperasi Serba Usaha “AKBAR 69” merupakan koperasi yang memiliki 3 unit kantor cabang, dan salah satu kantor cabangnya berada di Sidayu Gresik. Koperasi Serba Usaha “AKBAR 69” Unit Sidayu Gresik berdiri sejak tahun 2006 yang menawarkan jasa simpan pinjam dan tabungan wisata. Masalah yang terjadi pada Koperasi Serba Usaha “AKBAR 69” Unit Sidayu Gresik yaitu adanya ketidak jelasan dalam pemberian kompensasi, kompensasi yang diberikan kepada karyawan dengan perjanjian kontrak kerja pada Koperasi Serba Usaha “AKBAR 69” Unit Sidayu Gresik tidak sesuai dengan perjanjian tersebut. Dalam kontrak kerja, kompensasi yang diberikan antara lain, gaji pokok, uang transport dan uang makan.

Adapun karyawan Koperasi Serba Usaha “AKBAR 69” Unit Sidayu Gresik terbagi menjadi dua, yaitu karyawan dalam dan karyawan luar/lapangan. Selain mendapatkan hak tersebut di atas, khusus karyawan luar/lapangan mendapatkan bonus apabila memperoleh nasabah baru. Pada kenyataannya bagi karyawan luar/lapangan yang memperoleh nasabah baru oleh koperasi bonus tidak diberikan, dengan alasan sudah mendapatkan uang transport dan uang makan.

Kerangka Konseptual



Gambar 1. Kerangka Konseptual

## METODE

Dijelaskan pendekatan yang dipakai riset ini yakni kuantitatif deskriptif. Proses perencanaan dimulai dari perumusan masalah pengaruh Kompensasi dan Lingkungan Kerja terhadap Turnover Intention pada Koperasi Serba Usaha “AKBAR 69”.

## HASIL& PEMBAHASAN

### Uji Validitas

Dijelaskan uji validitas semua item terbukti valid, sehingga data riset ini dapat berlanjut ke uji selanjutnya.

Tabel 1

Uji Reliabilitas

Hasil Uji Reliabilitas Instrumen Penelitian

| No | variabel | Statistik Reliabilitas | Keterangan |
|----|----------|------------------------|------------|
| 1  | X1       | 0,887                  | Reliabel   |
| 2  | X2       | 0,840                  | Reliabel   |
| 3  | Y        | 0,890                  | Reliabel   |

Sumber: Data Mentah / Dokumentasi

Dijelaskan uji reliabilitas semua data telah terbukti reliabel, sebab memiliki nilai >,06.

**Hasi -) hornellas**

| Die Single-Samples-t-Test |     | Erwarteter<br>Result |
|---------------------------|-----|----------------------|
| H0: Nullhypothese         | Yes | 1,1111               |

|                                                                                                                         | Pre-1990s | 1990-2000 |
|-------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| Age                                                                                                                     | 0.00      | 0.00      |
| Age squared                                                                                                             | 0.00      | 0.00      |
| Age-cubed                                                                                                               | 0.00      | 0.00      |
| Age-quartic                                                                                                             | 0.00      | 0.00      |
| Age-quintic                                                                                                             | 0.00      | 0.00      |
| Age-hexic                                                                                                               | 0.00      | 0.00      |
| Age-septic                                                                                                              | 0.00      | 0.00      |
| Age-octic                                                                                                               | 0.00      | 0.00      |
| Age-nonic                                                                                                               | 0.00      | 0.00      |
| Age-decic                                                                                                               | 0.00      | 0.00      |
| Age-undecic                                                                                                             | 0.00      | 0.00      |
| Age-dodecic                                                                                                             | 0.00      | 0.00      |
| Age-tridecic                                                                                                            | 0.00      | 0.00      |
| Age-tetradecic                                                                                                          | 0.00      | 0.00      |
| Age-pentadecic                                                                                                          | 0.00      | 0.00      |
| Age-hexadecic                                                                                                           | 0.00      | 0.00      |
| Age-heptadecic                                                                                                          | 0.00      | 0.00      |
| Age-octadecic                                                                                                           | 0.00      | 0.00      |
| Age-enneadecic                                                                                                          | 0.00      | 0.00      |
| Age-icosaedic                                                                                                           | 0.00      | 0.00      |
| Age-hicadecic                                                                                                           | 0.00      | 0.00      |
| Age-myriadic                                                                                                            | 0.00      | 0.00      |
| Age-myriadic squared                                                                                                    | 0.00      | 0.00      |
| Age-myriadic cubed                                                                                                      | 0.00      | 0.00      |
| Age-myriadic quartic                                                                                                    | 0.00      | 0.00      |
| Age-myriadic quintic                                                                                                    | 0.00      | 0.00      |
| Age-myriadic hexic                                                                                                      | 0.00      | 0.00      |
| Age-myriadic septic                                                                                                     | 0.00      | 0.00      |
| Age-myriadic octic                                                                                                      | 0.00      | 0.00      |
| Age-myriadic nonic                                                                                                      | 0.00      | 0.00      |
| Age-myriadic decic                                                                                                      | 0.00      | 0.00      |
| Age-myriadic undecic                                                                                                    | 0.00      | 0.00      |
| Age-myriadic dodecic                                                                                                    | 0.00      | 0.00      |
| Age-myriadic tridecic                                                                                                   | 0.00      | 0.00      |
| Age-myriadic tetradecic                                                                                                 | 0.00      | 0.00      |
| Age-myriadic pentadecic                                                                                                 | 0.00      | 0.00      |
| Age-myriadic hexadecic                                                                                                  | 0.00      | 0.00      |
| Age-myriadic heptadecic                                                                                                 | 0.00      | 0.00      |
| Age-myriadic octadecic                                                                                                  | 0.00      | 0.00      |
| Age-myriadic enneadecic                                                                                                 | 0.00      | 0.00      |
| Age-myriadic icosadecic                                                                                                 | 0.00      | 0.00      |
| Age-myriadic hicaedecic                                                                                                 | 0.00      | 0.00      |
| Age-myriadic myriadic                                                                                                   | 0.00      | 0.00      |
| Age-myriadic myriadic squared                                                                                           | 0.00      | 0.00      |
| Age-myriadic myriadic cubed                                                                                             | 0.00      | 0.00      |
| Age-myriadic myriadic quartic                                                                                           | 0.00      | 0.00      |
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| Age-myriadic myriadic hexic                                                                                             | 0.00      | 0.00      |
| Age-myriadic myriadic septic                                                                                            | 0.00      | 0.00      |
| Age-myriadic myriadic octic                                                                                             | 0.00      | 0.00      |
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| Age-myriadic myriadic tetradecic                                                                                        | 0.00      | 0.00      |
| Age-myriadic myriadic pentadecic                                                                                        | 0.00      | 0.00      |
| Age-myriadic myriadic hexadecic                                                                                         | 0.00      | 0.00      |
| Age-myriadic myriadic heptadecic                                                                                        | 0.00      | 0.00      |
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| Age-myriadic myriadic enneadecic                                                                                        | 0.00      | 0.00      |
| Age-myriadic myriadic icosadecic                                                                                        | 0.00      | 0.00      |
| Age-myriadic myriadic hicaedecic                                                                                        | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic                                                                                          | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic squared                                                                                  | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic cubed                                                                                    | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic quartic                                                                                  | 0.00      | 0.00      |
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| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic undecic                                     | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic dodecic                                     | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic tridecic                                    | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic tetradecic                                  | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic pentadecic                                  | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic hexadecic                                   | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic heptadecic                                  | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic octadecic                                   | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic enneadecic                                  | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic icosadecic                                  | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic hicaedecic                                  | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic                                    | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic squared                            | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic cubed                              | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic quartic                            | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic quintic                            | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic hexic                              | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic septic                             | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic octic                              | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic nonic                              | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic decic                              | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic undecic                            | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic dodecic                            | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic tridecic                           | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic tetradecic                         | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic pentadecic                         | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic hexadecic                          | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic heptadecic                         | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic octadecic                          | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic enneadecic                         | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic icosadecic                         | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic hicaedecic                         | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic                           | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic squared                   | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic cubed                     | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic quartic                   | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic quintic                   | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic hexic                     | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic septic                    | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic octic                     | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic nonic                     | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic decic                     | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic undecic                   | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic dodecic                   | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic tridecic                  | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic tetradecic                | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic pentadecic                | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic hexadecic                 | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic heptadecic                | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic octadecic                 | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic enneadecic                | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic icosadecic                | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic hicaedecic                | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic                  | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic squared          | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic cubed            | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic quartic          | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic quintic          | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic hexic            | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic septic           | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic octic            | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic nonic            | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic decic            | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic undecic          | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic dodecic          | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic tridecic         | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic tetradecic       | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic pentadecic       | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic hexadecic        | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic heptadecic       | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic octadecic        | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic enneadecic       | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic icosadecic       | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic hicaedecic       | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic         | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic squared | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic cubed   | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic quartic | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic quintic | 0.00      | 0.00      |
| Age-myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic myriadic hex     |           |           |

Tabel 3

Fred L. Gleason

| WQ / EEL        | $\Sigma$ | description       |
|-----------------|----------|-------------------|
| Revised set (X) | 1.58     | total length (cm) |

|                           |        |                     |
|---------------------------|--------|---------------------|
| Empat per seribu (0,0004) | 0,0004 | seribu seratus      |
|                           |        | Tidak tertera angka |
|                           |        | seribu atau lebih   |
| Sumber: Data Baku 2008    |        |                     |

Tabel 4

Coefficients:

| Model |    | Collinearity Statistics |       |
|-------|----|-------------------------|-------|
|       |    | Tolerance               | VIF   |
| 1     | X1 | .919                    | 1.083 |
|       | X2 | .919                    | 1.083 |

Dijelaskan uji multikolineritas didapatkan hasil VIF X1 1,088 & X2 1,088.

Tabel 5  
Uji Autokorelasi

Uji Autokorelasi  
Model Summary<sup>a</sup>

| Model | Durbin-Watson <sup>b</sup> |
|-------|----------------------------|
| 1     | 2,166 <sup>c</sup>         |

a. Predictors: (Constant), X2, X1  
b. Dependent Variable: Y  
c. Durbin-Watson Statistic (Output SPSS)

Dijelaskan data tabel diatas didapat DW 2,166, disimpulkan data terbebas dari autokorelasi.

Tabel 6  
Uji regresi linier berganda

| Model      | Coefficients <sup>a</sup>   |            |                           |         | Sig. | Collinearity Statistics |
|------------|-----------------------------|------------|---------------------------|---------|------|-------------------------|
|            | Unstandardized Coefficients |            | Standardized Coefficients |         |      |                         |
|            | Coefficients                |            | Coefficients              |         |      |                         |
|            | B                           | Std. Error | Beta                      | Partial |      |                         |
| (Constant) | 11,459                      | 1,123      |                           |         | ,196 | ,09                     |
| X1         |                             |            |                           |         |      |                         |
| X2         | ,747                        | ,298       | ,705                      | ,287    | ,018 | ,974                    |
| X3         | ,747                        | ,298       | ,705                      | ,287    | ,018 | ,974                    |

a. Dependent Variable: Y  
Source: Data Block (Output SPSS)

Tabel 7  
Uji koefisiensi dterminasi

Hasil Uji Koefisien Determinasi

Model Summary

| Model | R                | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|------------------|----------|-------------------|----------------------------|
| 1     | ,95 <sup>a</sup> | ,245     | ,208              | 7,118                      |

a. Predictors: (Constant), X2, X1  
Source: Data Block (Output SPSS)

Dijelaskan uji koefisien determinasi didapat nilai r square ,245.

Tabel 8  
Uji-t

| Hasil Pengujian t |      |      |     |              |
|-------------------|------|------|-----|--------------|
| Model             | T    | Sig. | df  | Significance |
| Constant          | 0.49 | .625 | 103 | .528         |
| Age               | 0.23 | .818 | 103 | .818         |

Dijelaskan uji t didapatkan hasil X1 sebesar 0,232 serta sig. ,818. Artinya variabel bebas tidak terbukti berpengaruh terhadap variabel terikat.

Dijelaskan serta didapat hasil X2 3,202 serta sig. ,003 < ,05. Artinya ada pengaruh variabel bebas terhadap variabel terikat.

Tabel 9  
Uji-f

| Hasil Pengujian f |                |    |             |       |
|-------------------|----------------|----|-------------|-------|
| Model             | Sum of Squares | df | Mean Square | F     |
| Constant          | 27.941         | 1  | 27.941      | 5.836 |
| Age               | 1.074          | 1  | 1.074       | .224  |
| Total             | 29.015         | 2  |             |       |

Dijelaskan uji-f serta didapatkan hasil f-hitung 5,836 serta sig. ,006. Artinya secara bersamaan ada pengaruh variabel bebas terhadap variabel terikat.

## PEMBAHASAN

Sesuai hasil data diatas didapatkan hasil X1 sebesar 0,232 serta sig. ,818. Artinya variabel bebas tidak terbukti berpengaruh terhadap variabel terikat.

Dijelaskan serta didapat hasil X2 3,202 serta sig. ,003 < ,05. Artinya ada pengaruh variabel bebas terhadap variabel terikat.

Dijelaskan serta dibuktikan uji-f serta didapatkan hasil f-hitung 5,836 serta sig. ,006. Artinya secara bersamaan ada pengaruh variabel bebas terhadap variabel terikat.

## SIMPULAN

Disimpulkan hasil X1 sebesar 0,232 serta sig. ,818. Artinya variabel bebas tidak terbukti berpengaruh terhadap variabel terikat. Maka dapat dinyatakan hipotesis ditolak yang artinya

Kompensasi tidak berpengaruh dan tidak signifikan terhadap Turnover Intention pada Koperasi Serba Usaha “AKBAR 69”.

Disimpulkan  $X^2_{3,202}$  serta  $\text{sig.},003 < ,05$ . Artinya ada pengaruh variabel bebas terhadap variabel terikat. Maka hipotesis diterima sehingga Lingkungan Kerja berpengaruh dan signifikan terhadap Turnover Intention pada Koperasi Serba Usaha “AKBAR 69”.

Disimpulkan uji-f serta didapatkan hasil f-hitung 5,836 serta  $\text{sig.},006$ . Artinya secara bersamaan ada pengaruh variabel bebas terhadap variabel terikat. Maka dapat terbukti Kompensasi dan Lingkungan Kerja berpengaruh secara simultan terhadap Turnover Intention pada Koperasi Serba Usaha “AKBAR 69”.

#### **IMPLEMENTASI**

Sesuai hasil data telah didapat temuan baru pada riset ini, penulis berharap riset ini dijadikan bahan referensi Koperasi Serba Usaha “AKBAR 69” untuk melakukan evaluasi serta kebijakan dalam memajukan serta mengembangkan Koperasi Serba Usaha “AKBAR 69” lebih luas lagi.

#### **KETERBATASAN**

Dijelaskan riset ini memiliki keterbatasan serta hambatan oleh penulis ketika melakukan riset lapangan, penulis memiliki keterbatasan yakni pada bagian waktu yang sangat terbatas serta pendanaan yang terbatas ketika melakukan riset lapangan. Penulis selalu berharap untuk penelitian selanjutnya agar lebih menyempurnakan hasil riset ini.

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