

ABSTRACT

In a company, the important thing to have is human resources, the success and effectiveness of a company. Company management must be carried out flexibly in accordance with the times, so that the activities carried out can lead to the achievement of the desired goals. Based on the gap phenomenon at PT. BPR Gunung Slamet Cilacap can be seen that the number of turnover that occurs is quite high, after investigating the cause of turnover is the feeling of dissatisfaction that exists among employees and also that the organizational culture has not been implemented properly in the company. Therefore researchers have an interest in examining more deeply about "The Influence of Compensation and Organizational Culture on Turnover at PT. BPR Gunung Slamet Cilacap" this study used a saturated sample so that all employees of PT. BPR Gunung Slamet Cilacap will be sampled with a total of 80 employees. Descriptive analysis techniques and multiple linear regression analysis were used in this study to analyze the data. This study uses quantitative research methods and is processed using SPSS Version 25 software. The results obtained based on the tests show that compensation and organizational culture have a significant effect on turnover. The effect of compensation and organizational culture on turnover simultaneously is known to be 51.2% and the remaining 48.8% is influenced by other factors.

Keywords

Compensation, Organizational Culture, Turnover