

ABSTRACT

Changes in government regulations have compelled and resulted in significant impacts on manpower service providers in the Mimika Regency, Papua Province. Consequently, to adapt to the new situation and enhance efficiency, the companies have undertaken organizational, operational, and financial restructuring. They collaborate with various manpower service providers in Mimika Regency, Papua Province, to bridge the gap in the need for trained, skilled, and experienced human resources, supporting the operations of manpower service companies.

The growth of the workforce from these manpower service providers over five years not only shows significance but also creates a turnover phenomenon. This is due to the discrepancy between labor regulations and practices, necessitating efforts to stabilize the workforce and minimize the negative impacts of the departure of essential and high-performing employees.

This study aims to provide an overview of compensation, work motivation, and employee turnover, as well as to determine the impact of compensation and motivation on employee turnover intention in the mining industry in Mimika Regency, Papua Province.

This study employs a quantitative approach with data analysis using the Structural Equation Modeling (SEM) technique with Partial Least Square (PLS). The survey method was implemented by collecting data through questionnaires distributed to employees working in the mining sector.

The results of the study indicate that compensation is in the "insufficient" category, employee motivation is low, and employee turnover is high. Furthermore, compensation and motivation have a significant impact on turnover intention with a negative direction, meaning that the better the compensation provided, the lower the turnover intention. Similarly, the higher the employee motivation, the lower the turnover intention.

Keywords: *Compensation, Motivation, Turnover, Turnover Intention*