

ABSTRACT

As the business landscape grows more competitive. Companies face greater challenges to retain employees. XYZ Indonesia is a company operating in the coral reef exporting industry which is currently faced with the phenomenon of high turnover rates. The average LTO over the last five years was 11,89%, which is considered high. The phenomenon of high employee turnover has become a major issue for companies, because it has a negative impact on productivity and organizational stability. Several factors that cause the high turnover rate at XYZ Indonesia are career development, compensation and work stress.

This research aims to analyze how career development influences high turnover rates. Apart from career development, compensation factors and work stress are also factors that are examined as factors that influence the high level of turnover intention in XYZ Indonesia.

The method used in this research is quantitative, sampling was carried out using non-probability sampling with a saturated sampling method, questionnaires were distributed to 109 respondents, namely employees who were still actively working at XYZ Indonesia. This research is descriptive and causal. Researchers do not intervene with the data involved, which means that the data collected and processed comes directly from respondents. The unit of analysis in this research is the individual. Based on the research time, this research is a cross-section type, where elements are measured only once during the research process and are completed when the research ends.

The research results show that career development and compensation at company XYZ Indonesia have a negative and significant effect on employee turnover intention, which means that an increase in these two factors can reduce employee intention to move. On the other hand, work stress has a positive and significant influence on turnover intention, indicating that the higher the level of work stress, the higher the employee's intention to turnover. The average percentages for career development and compensation were 48.73% and 48.26% respectively, which was categorized as poor, while work stress reached 63.61%, which was categorized as high. Employee turnover intention at XYZ Indonesia is also included in the high category with an average percentage of 66.36%.

XYZ Indonesia needs to develop a comprehensive and structured career development program, involve employees in career planning, conduct regular evaluations, review the compensation structure, and ensure transparency in compensation policies. In addition, companies must implement effective stress management programs and create a supportive work environment to reduce work stress.

Keywords: *Career Development, Compensation, Work Stress, Turnover Intention*