

ABSTRACT

As one of the banking service providers in Indonesia, PT ABC employs more than 30,000 employees across the country. As one of the largest banking companies in Indonesia, PT ABC faces challenges, particularly in the area of human resources. The phenomenon of employees leaving the company has resulted in a higher turnover intention rate at PT ABC compared to its competitors. The high intention to leave the job (turnover intention) has become a major concern for the company because it directly affects work stability and productivity. This poses a challenge for the company to continuously retain its employees.

This research aims to determine the effect of career advancement and compensation on employee turnover intention at PT ABC Area XYZ. In this study, career advancement and compensation are considered two important factors that influence employee loyalty.

The research method used is quantitative with a descriptive approach. The sample consists of 150 permanent employees of PT ABC Area XYZ, and data collection was conducted through a questionnaire distributed via Google Form.

The data analysis technique used in this research is descriptive statistical analysis and the Structural Equation Modeling-Partial Least Square (SEM-PLS) method, utilizing the SmartPLS Version 4 software. The results of the study conclude that career advancement has a negative but insignificant effect on turnover intention, while compensation has a significant negative effect on turnover intention.

The results of the study show that the Career Path variable has a negative but not significant effect on Turnover Intention at PT ABC in the XYZ area. Meanwhile, the Compensation variable has a significant negative effect on Turnover Intention, indicating that better compensation can significantly reduce employees' intention to leave the company. This research is expected to provide input, especially to the Human Capital Management team, to find solutions to retain employees and reduce turnover intention within the company. This research is expected to provide input, especially for the Human Capital Management department, in finding solutions to retain employees and reduce turnover intention in the company.

Keywords: *Turnover Intention, Career Advancement, Compensation*