

## ABSTRAK

**Sarman Lubis, 71190312107, Pengaruh Kompensasi dan Konflik Peran Terhadap *Turnover Intention* Pegawai Di Kantor Camat Sosa Kabupaten Padang Lawas**

Rumusan masalah dalam skripsi ini adalah bagaimana pengaruh kompensasi terhadap *turnover intention* pegawai Kantor Camat Sosa Kabupaten Padang Lawas, bagaimana pengaruh konflik peran terhadap *turnover intention* pegawai Kantor Camat Sosa Kabupaten Padang Lawas, bagaimana pengaruh kompensasi dan konflik peran terhadap *turnover intention* pegawai Kantor Camat Sosa Kabupaten Padang Lawas. Populasi dalam penelitian ini adalah seluruh pegawai Kantor Camat Sosa Kabupaten Padang Lawas yaitu berjumlah 39 orang pegawai dan yang dijadikan sampel adalah keseluruhan jumlah populasi. Data diperoleh melalui data instansi, data perpustakaan dan literatur-literatur. Teknik pengambilan data penulis lakukan melalui kuisioner dan studi dokumen. Teknik analisis data penulis lakukan melalui metode analisis deskriptif dan metode analisis regresi linear berganda. Hasil penelitian ini menjelaskan bahwa variabel Kompensasi dan konflik peran secara bersama-sama (*multiple*) berpengaruh positif dan signifikan terhadap *Turnover Intention* Kantor Camat Sosa Kabupaten Padang Lawas. Sementara dari hasil uji *f* simultan variabel Kompensasi dan konflik peran secara bersama-sama berpengaruh terhadap *Turnover Intention* pegawai Kantor Camat Sosa Kabupaten Padang Lawas

**Kata Kunci : Kompensasi, Konflik, *Turnover Intention***



## **ABSTRACT**

***Sarman Lubis, 71190312107, The Effect of Compensation and Role Conflict on Employee Turnover Intention in the Sosa District Office, Padang Lawas Regency***

*The formulation of the problem in this thesis is how does the effect of compensation on employee turnover intention at the Sosa Sub-District Office, Padang Lawas Regency, how does role conflict affect the turnover intention of employees at the Sosa Sub-District Office, Padang Lawas Regency, how does compensation and role conflict influence the turnover intention of Sosa Sub-District Office employees, Padang Lawas Regency Old. The population in this study were all employees of the Sosa District Office, Padang Lawas Regency, namely 39 employees and the entire population was used as the sample. Data obtained through agency data, library data and literature. Data collection techniques the authors do through interviews (interviews) and document studies. Data analysis techniques were carried out by the authors through descriptive analysis methods and multiple linear regression analysis methods. The results of this study explain that the variables of compensation and role conflict jointly (multiple) have a positive and significant effect on the Turnover Intention of the Sosa District Office, Padang Lawas Regency. Meanwhile, from the results of the simultaneous f test variable, compensation and role conflict jointly affect the Turnover Intention of employees at the Sosa District Office, Padang Lawas Regency..*

***Keywords: Compensation, Conflict, Turnover Intention***

