

## ABSTRAK

Manajemen Sumber Daya Manusia adalah pendayagunaan, pengembangan, penilaian, pemberian balas jasa, dan pengelolaan individu anggota organisasi atau kelompok pekerja. Manajemen Sumber Daya Manusia juga menyangkut desain pekerjaan, perencanaan pegawai, seleksi dan penempatan, pengembangan pegawai, pengelolaan karier, kompensasi, evaluasi kinerja pengembangan tim kerja, sampai dengan masa pensiun. PT. Berau Karetindo Lestari merupakan segmen usaha yang bergerak dibidang agro industry khususnya kelapa sawit yang terletak di Long Ayan, kecamatan Segah, kabupaten Berau, Kalimantan Timur. PT. Berau Karetindo Lestari merasa tingkat *turnover intention* akan menurun apabila karakteristik individu, lingkungan kerja, kepuasan kerja dan komitmen organisasi yang baik. Tingkat *turnover intention* PT. Berau Karetindo Lestari dilihat dari empat semester dari awal tahun 2018 mengalami kenaikan dan penurunan. Penelitian ini bertujuan untuk mengetahui pengaruh karakteristik individu, lingkungan kerja, kepuasan kerja, dan komitmen organisasi terhadap *turnover intention* karyawan PT. Berau Karetindo Lestari

Metode penelitian menggunakan metode kuantitatif dengan pendekatan deskriptif dan verifikatif. Pengumpulan data dengan penyebaran kuesioner kepada PT. Berau Karetindo Lestari sebanyak 98 responden.

Hasil penelitian menggunakan metode kuantitatif menunjukkan nilai koefesien sebesar 54,4% artinya tingkat *turnover intention* PT. Berau Karetindo Lestari sebesar 54,4% dipengaruhi oleh karakteristik individu, lingkungan kerja, kepuasan kerja, dan komitmen organisasi dan sisanya sebesar 45,6% dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini.

Kata Kunci: Karakteristik Individu, Lingkungan Kerja, Kepuasan Kerja,  
Komitmen Organisasi, *Turnover Intention*

## **ABSTRACT**

*Human Resource Management is the utilization, development, assessment, remuneration, and management of individual members of an organization or group of workers. Human Resource Management also involves job design, employee planning, selection and placement, employee development, career management, compensation, performance evaluation of work team development, until retirement. PT. Berau Karetindo Lestari is a business segment engaged in agro industry, especially oil palm, located in Long Ayan, Segah sub-district, Berau district, East Kalimantan. PT. Berau Karetindo Lestari feels that the level of turnover intention will decrease if individual characteristics, work environment, job satisfaction and good organizational commitment. The level of turnover intention of PT. Berau Karetindo Lestari seen from four semesters from the beginning of 2018 experienced an increase and decrease. This study aims to determine the effect of individual characteristics, work environment, job satisfaction, and organizational commitment to employee turnover intention of PT. Berau Karetindo Lestari*

*The research method uses quantitative methods with descriptive and verification approaches. Data collection by distributing questionnaires to employees of PT. Berau Karetindo Lestari as many as 98 respondents.*

*The results of the study using quantitative methods showed a coefficient value of 54.4% meaning that the level of turnover intention of PT. Berau Karetindo Lestari by 54.4% is influenced by individual characteristics, work environment, job satisfaction, and organizational commitment and the remaining 45.6% is influenced by other factors not examined in this study.*

*Keywords: Individual Characteristics, Work Environment, Job Satisfaction, Organizational Commitment, Turnover Intention*