

**LEMBAR
HASIL PENILAIAN SEJAWAT SEBIDANG ATAU PEER REVIEW
KARYA ILMIAH : JURNAL ILMIAH**

Judul Artikel Ilmiah : The Effect of Compensation, Organizational Commitment and Organizational Justice on Turnover Intention

Nama Pengusul : Dwi Sihono Rahardjo; C. Catur Widayati; Rico P.

Jumlah Penulis : 3

Status Pengusul (Penulis ke-) : 1

Identitas Jurnal Ilmiah :

- a. Nama Jurnal : Journal of Resources Development and Management
- b. Nomor ISSN : 2422-8397
- c. Vol. No. Bln. Thn : Vol.81, 31 Desember 2021
- d. Penerbit : IISTE
- e. Jumlah Halaman : 7 hal
- f. DOI : <http://dx.doi.org/10.7176/JRDM/81-05>
- g. Alamat Web Jurnal : <https://iiste.org/Journals/index.php/JRDM/article/view/57948/59839>

Kategori Publikasi Jurnal Ilmiah
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- Jurnal Ilmiah Internasional Berputasi
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I. Hasil Penilaian Validasi :

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1	Indikasi Plagiasi	Tidak ada indikasi plagiasi
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II. Hasil Penilaian Peer Review:

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	Internasional Bereputasi	Internasional	Nasional Terakreditasi	Nasional Tidak Terakreditasi	Nasional Terindex DOAJ dll.	
Kelengkapan dan kesesuaian unsur isi jurnal (10%)		2				2
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Total = (100%)		20				18,5
Kontribusi pengusul: (contoh: nilai akhir peer X Penulis Pertama = $18,5 \times 60\% = 11,1$)						
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Kelengkapan kesesuaian unsur	Tertulis, fenomena, dan research problem, sesuai dan relevan, Artikel ini juga memiliki unsur-unsur sesuai dengan standar penulisan.					

<p>Ruang lingkup dan kedalaman pembahasan</p>	<p>Kuanglingkup dan kedalaman pembahasan sudah cukup baik, sesuai dengan tujuan dan permasalahan penelitian namun dalam pembahasan hasil penelitian lebih diperjelas.</p>
<p>Kecukupan dan kemutakhiran data/informasi dan metodologi</p>	<p>Metodologi yang di gunakan sudah sesuai, data yang di sajikan sudah cukup lengkap dan untuk referensi juga sudah baik. Hasil pembahasan sudah menjawab pertanyaan penelitian.</p>
<p>Kelengkapan unsur dan kualitas Penerbit</p>	<p>Penerbit memiliki reputasi yang cukup baik. (jurnal internasional ternobels (Copernicus))</p>

Tanggal Review, ... 10 Februari 2022
 Penilai I



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V. Hasil Penilaian Validasi :

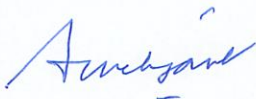
No	Aspek	Uraian/Komentar Penilaian
1	Indikasi Plagiasi	<i>tidak ada unsur plagiasi</i>
2	Linieritas	<i>linier</i>

VI. Hasil Penilaian Peer Review:

Komponen Yang Dinilai	Nilai Maksimal Jurnal Ilmiah (30)					Nilai Akhir Yang Diperoleh
	Internasional Bereputasi	Internasional	Nasional Terakreditasi	Nasional Tidak Terakreditasi	Nasional Terindex DOAJ dll.	
Kelengkapan dan kesesuaian unsur isi jurnal (10%)		2				2
Ruang lingkup dan kedalaman pembahasan (30%)		6				5
Kecukupan dan kemutakhiran data/informasi dan metodologi (30%)		6				5
Kelengkapan unsur dan kualitas Penerbit (30%)		6				5
Total = (100%)		20				17
Kontribusi pengusul: (contoh: nilai akhir peer X Penulis Pertama = 1.7. X 60% = ...10.2						
Komentar/ Ulasan Peer Review :						
Kelengkapan kesesuaian unsur	<i>Artikel ini sudah mempunyai unsur-unsur yang sesuai dengan standar penulisan artikel jurnal ilmiah. perlu tambahan saran yang lebih praktis agar dapat diikutikan.</i>					

<p>Ruang lingkup dan kedalaman pembahasan</p>	<p>Ruang lingkup dan kedalaman pembahasan sudah cukup baik. Sesuai dengan tujuan dan permasalahan penelitian. Namun pembahasan dalam hasil penelitian agar dipertegas mengapa hasilnya negatif dan signifikan.</p>
<p>Kecukupan dan kemutakhiran data/informasi dan metodologi</p>	<p>Metodologi yang di gunakan sudah sesuai, data yang disajikan sudah cukup lengkap untuk menjawab pertanyaan penelitian.</p>
<p>Kelengkapan unsur dan kualitas Penerbit</p>	<p>penerbit memiliki reputasi cukup baik (jurnal internasional indeks coopermicus), namun belum terindeks pada lembaga pengindeks internasional seperti Scopus atau Thomson Reuters.</p>

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The Effect of Compensation, Organizational Commitment and Organizational Justice on Turnover Intention

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ABSTRACT

This research aims to test and analyze the effect of compensation, organizational commitment, and organizational fairness on outgoing wishes on employees in the company. The research method used in this study is descriptive method. The object of this research is a company engaged in property in Jakarta with a sample of 56 respondents. The approach used in this study is the Structural Equation Model (SEM PLS) with Smart-PLS analysis tools. The results showed that: (1) compensation has a negative and significant impact on turnover intention; (2) komitmen organization negative and significant impact on turnover intention and (3) eadiadiadi organization negative and significant to the desire to come out.

Keywords: Compensation, Organizational commitment, organizational fairness, outgoing desire.

DOI: 10.7176/JRDM/81-05

Publication date: December 31st 2021

INTRODUCTION

Human resources are the main pillars that serve as the cog in a company's activities to harness all its potential in an effort to achieve goals. The quality of human resources owned by a company will determine the success of the company in achieving its goals. Companies must spend a lot of money to obtain quality human resources. This is because the presence of quality human resources is an advantage that will increase the company's competitive ability (Wisyanto & Madiistriyatno, 2015). The availability of quality human resources will largely depend on the extent of human resource management in the company. Companies that are aware of the importance of human resources for their survival will pay considerable attention to this aspect of human resource management.

According to Abdilah, (2012) *turnover intention* is a situation where workers have a conscious intention or tendency to find another job as an alternative in a different organization and *turnover* is the driver of the outflow of labor from where they work. According to Widayati and Yunia (2016), one way that can be done in an effort to reduce the level of turnover intention is through compensation and good organization to achieve the expected performance in an organization or agency, employees must get adequate compensation and the development of a good organizational culture in order to reduce or even to prevent the occurrence of turnover intention in the company.

The company should pay special attention to employees by being fair as an award received for contributions to the company. To encourage employees to be loyal to the company, there must be appropriate reciprocity from the company, employees provide good work performance for the progress of the company, while the company provides compensation in accordance with the contributions of its employees. Compensation is very important for employees because the small amount of compensation affects the employee's intention to leave a company.

The cause of the magnitude of *turnover* intensity is also influenced by the low organizational commitment of the company's entrepreneurs. Organizational commitment as a degree to which employees believe and accept the goals of the organization and will remain or will not leave the organization. If employees do not have organizational commitments then employees can leave the company at any time if the employee feels the company is not what they want.

Widjaja *et al.* (2011) revealed that *the turnover* process is characterized by a condition called *turnover intention* or employee intent to leave the company. Someone low-commitment to the company will look to withdraw from the company which will eventually give up on the employee's decision to leave the company. In the study Arijanto *et al.*, (2020), An organization or company that experiences a high level of turnover intensity will have a negative impact on the organization if it leads to the decision of the employee to leave the organization (turnover) therefore it is necessary to know the factors that can affect turnover intention so that the tendency for turnover can be emphasized.

The phenomenon in this study is the increase in *turnover* of a company engaged in property headquartered in Jakarta. Ideal human resource conditions are certainly expected by the company.