**ABSTRAK**

Ainun Nisa Deanova 2061201025 Pengaruh Career Development, Work-life Balance, dan Compensation terhadap Turnover Karyawan PT. Sinar Cemerlang Plastik, dibimbing oleh Aminudin, S.E, M.M., M.Si.

Penelitian ini bertujuan untuk mengetahui pengaruh career development, work-life balance, dan compensation terhadap turnover karyawan pada karyawan PT. Sinar Cemerlang Plastik. Penelitian ini menggunakan metode deskriptif kuantitatif dan asosiatif dengan teknik pengumpulan data penelitian kuesioner, Teknik analisis data yang dipakai dalam penelitian ini menggunakan Uji Validitas Data, Uji Reliabilitas Data, Uji Normalitas, Uji Autokorelasi, Uji Determinasi Koefisien, Uji Korelasi Koefiesien, Uji T dan Uji F dengan menguji variabel Career Development (X1), Work Life Balance (X2), Compensation (X3) dan Turnover (Y). Penelitian menggunakan Teknik Sampling Jenuh. Sampel dalam penelitian ini 50 orang. Hasil menunjukkan bahwa career development secara parsial berpengaruh dan signifikan terhadap beban kerja ditunjukkan dengan nilai signifikan yaitu T-tabel sebesar -2,630 > 1,677, serta nilai signifikannya sebesar 0,012 < 0,05, hasil selanjutnya menunjukkan bahwa work life balance secara parsial berpengaruh dan signifikan terhadap beban kerja ditunjukan dengan nilai siginifikan yaitu T-tabel sebesar 3,896 > 1,677, serta nilai signifikannya sebesar 0,000 < 0,05, Hasil selanjutnya menunjukkan bahwa compensation tidak berpengaruh dan bersignifikan terhadap turnover ditujukan dengan nilai signifikan 0,389 < 1,677 dan 0,699 > 0,05. Secara simultan pengembangan karir dan work life balance berpengaruh dan signifikan sebesar 0,003 <0,005.

*Kata Kunci: Career Development, Work-Life Balance, Compensation, Turnover.*

**ABSTRACT**

Ainun Nisa Deanova 2061201025 The Influence of Career Development, Work-life Balance, and Compensation on PT Employee Turnover. Sinar Cemerlang Plastik, supervised by Aminudin, S.E, M.M., M.Si.

This research aims to determine the influence of career development, work-life balance, and compensation on employee turnover among PT employees. Plastic Brilliant Rays. This research uses descriptive quantitative and associative methods with questionnaire research data collection techniques. The data analysis techniques used in this research use Data Validity Test, Data Reliability Test, Normality Test, Autocorrelation Test, Coefficient Determination Test, Coefficient Correlation Test, T Test and T Test. F by testing the variables Career Development (X1), Work Life Balance (X2), Compensation (X3) and Turnover (Y). Research uses Saturated Sampling Technique. The sample in this study was 50 people. The results show that career development partially and significantly influences workload, as shown by the significant value, namely the Ttable, -2.630 > 1.677, and the significant value is 0.012 < 0.05. The results further show that work life balance partially influences and significantly impacts work load. workload is shown with a significant value, namely the T-table of 3.896 > 1.677, and a significant value of 0.000 < 0.05. The next results show that compensation has no effect and is significant on turnover with a significant value of 0.389 < 1.677 and 0.699 > 0.05. Simultaneously, career development and work life balance have a significant effect of 0.003 <0.005.

*Keywords: Career Development, Work-Life Balance, Compensation, Turnover.*