

ABSTRACT

This study aims to determine the effect of work-family conflict, compensation, and job satisfaction on turnover at PTPN. IV in Mandailing Natal Regency. This study uses the dependent variable and the independent variable. The population in this study were employees of PTPN. IV in Mandailing Natal Regency with 150 employees. The number of samples is as many as 60 respondents. The method of data analysis used was a path analysis model with the help of SPSS. The data used in this study are primary. This study aims to determine how work-family conflict, compensation, and job satisfaction towards Turnover Intention at PTPN. IV In Mandailing Natal Regency. The results of this study indicate that work-family conflict has a significant effect on Turnover Intention at PTPN. IV In Mandailing Natal Regency. Compensation had a significant effect on Turnover Intention at PTPN. IV In Mandailing Natal Regency. Job satisfaction had a significant effect on Turnover Intention at PTPN. IV In Mandailing Natal Regency. Simultaneously Work-family conflict, compensation, and job satisfaction at PTPN. IV In Mandailing Natal District

Keywords: *Work-family conflict, Compensation, Job Satisfaction, and Turnover Intention.*