

## **ABSTRACT**

*The sustainability of a company lies in managing its human resources. Good management of human resources can produce a comparative advantage for the organization. But if the management of human resources is bad, it can harm the company, such as the increase in the desire of employees to leave their jobs or called turnover intention.*

*This study aims to analyze the influence of leadership, organizational culture, and compensation, on job satisfaction and turnover intention on employees at PT Bank X Cabang Y. Data was collected through distributing questionnaires to respondents collected by 157 people who were employees of the back office of PT Bank X Branch Y Semarang. Data were analyzed using regression analysis techniques with SEM AMOS.*

*The study found that leadership does not affect job satisfaction, organizational culture has a positive effect on job satisfaction, compensation has a positive effect on job satisfaction, job satisfaction has a negative effect towards turnover intention.*

*Keywords: leadership, organizational culture, compensation, job satisfaction*