

## **ABSTRACT**

*This study aims to analyze the Effect of Compensation Justice and Job Stress on Turnover Intention with Job Satisfaction as an Intervening Variable at PT. Bummy Harapan Ummat. The subjects in this study were outsourced employees of PT. Bummy Harapan Ummat who works at Muhammadiyah University Yogyakarta. In this study a sample of 100 respondents were selected using the saturation method. The analytical tool used is AMOS version 22 with SEM method.*

*Based on the analysis results obtained, the results show that compensation equity does not significantly influence job satisfaction, job stress does not significantly influence job satisfaction, compensation justice does not significantly influence turnover intention, job stress has a significant effect on turnover intention and job satisfaction does not affect turnover intention. Job satisfaction does not mediate the effect of fairness compensation on turnover intention and job satisfaction does not mediate the effect of job stress on turnover intention.*

**Keywords:** *Compensation Justice, Job Stress, Job Satisfaction, Turnover Intention*