

The Influence of Work Stress, Employee Engagement, and Organizational Commitment on Employee Turnover Intention PT XYZ

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ABSTRACT

This research is a quantitative study that aims to determine and prove the influence of work stress, employee engagement, organizational commitment on turnover intention. This research was conducted on permanent employee of PT XYZ as many as 52 employees. The analysis technique used in this research is through path analysis with the Structural Equation Model (SEM) method and data processing using SmartPLS 4.0 software. The results of this study found that (1) job stress has a positive and significant effect on turnover intention, (2) employee engagement has a positive and significant effect on turnover intention, (3) organizational commitment has a positive and significant effect on turnover intention.

Keywords: *Work Stress, Employee Engagement, Organizational Commitment, and Turnover Intention*

**Pengaruh Stres Kerja, *Employee Engagement*, dan Komitmen Organisasi
terhadap *Turnover Intention* Karyawan PT XYZ**

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ABSTRAK

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui dan membuktikan pengaruh stres kerja, *employee engagement*, komitmen organisasi terhadap *turnover intention*. Penelitian ini dilakukan pada karyawan tetap PT XYZ sebanyak 52 orang. Teknik analisis yang digunakan pada penelitian ini melalui analisis jalur (*path analysis*) dengan metode *Structural Equation Model* (SEM) dan pengolahan data menggunakan *software* SmartPLS 4.0. Hasil penelitian ini memperoleh hasil bahwa (1) stres kerja berpengaruh positif dan signifikan terhadap *turnover intention*, (2) *employee engagement* berpengaruh positif dan signifikan terhadap *turnover intention*, (3) komitmen organisasi berpengaruh positif dan signifikan terhadap *turnover intention*.

Kata kunci: Stres Kerja, *Employee Engagement*, Komitmen Organisasi, dan *Turnover Intention*