

ABSTRACT

This research aims to determine: (1) the influence of job satisfaction on the turnover intention of PT XYZ employees, (2) the influence of work stress on the turnover intention of PT XYZ employees, (3) the influence of the work environment on the turnover intention of PT XYZ employees. The type of data used in this research is quantitative data. The sampling method is total sampling. The sample for this research was all employees of PT XYZ who were in the live streaming division and live streaming operators and as a sample the researcher took 48 employees. Hypothesis testing showed that job satisfaction had no effect on turnover intention, work stress had a positive effect on turnover intention, and the work environment had a positive effect on turnover intention.

Keywords: Job Satisfaction, Job Stress, Work Environment, Turnover Intention

ABSTRAK

Penelitian ini bertujuan untuk mengetahui : (1) pengaruh kepuasan kerja terhadap *turnover intention* karyawan PT XYZ, (2) pengaruh stres kerja terhadap *turnover intention* karyawan PT XYZ, (3) pengaruh lingkungan kerja terhadap *turnover intention* karyawan PT XYZ. Jenis data yang digunakan pada penelitian ini adalah data kuantitatif. Metode pengambilan sampel adalah total sampling. Sampel dari penelitian ini adalah seluruh karyawan PT XYZ yang berada di divisi *live streaming* dan operator *live streaming* dan sebagai sampelnya peneliti mengambil sebanyak 48 karyawan. Pengujian hipotesis mendapatkan hasil kepuasan kerja tidak berpengaruh terhadap *turnover intention*, Stres kerja berpengaruh positif terhadap *turnover intention*, serta lingkungan kerja berpengaruh positif terhadap *turnover intention*.

Kata Kunci : Kepuasan Kerja, Stres Kerja, Lingkungan Kerja, *Turnover Intention*