

Pengaruh Stres Kerja, Iklim Organisasi, Dan Kepuasan Kerja Terhadap *Turnover Intention* Karyawan Di PT. Pins Indonesia

Oleh

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Abstrak

Penelitian ini dilakukan untuk mengetahui pengaruh stres kerja, iklim organisasi, kepuasan kerja terhadap *turnover intention* karyawan di PT. Pins Indonesia. Penelitian dilaksanakan selama 3 bulan, mulai bulan April hingga Juni 2017. Pendekatan penelitian yang digunakan adalah *Structural Equation Modelling* (SEM) dengan menggunakan alat bantu perangkat lunak Amos 22. Sampling menggunakan teknik acak sederhana (*Simpel Random Sampling*) sebanyak 117 responden.

Hasil yang diperoleh adalah stres kerja, iklim organisasi, kepuasan kerja berpengaruh langsung terhadap karyawan di PT. Pins Indonesia. Stres kerja, iklim organisasi, kepuasan kerja berpengaruh langsung terhadap *turnover intention* karyawan di PT. Pins Indonesia..

Berdasarkan dari hasil penelitian dapat disimpulkan bahwa upaya mengurangi angka *turnover* karyawan dapat dilakukan melalui peningkatan pengelolaan stres kerja, iklim organisasi dan kepuasan kerja.

Kata Kunci: Stres Kerja, Iklim Organisasi, Kepuasan Kerja, *Turnover Intention*

The Effect Of Working Stress, Organization Climate, And Working Performance To Turnover Intention Employees In PT. Pins Indonesia

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Abstract

The purpose of this research is to determine the effects of working stress, organizational climate, and job satisfaction on turnover intention. The study was conducted for 3 months starting from April until June 2017. The research approach is using Structural Equation Modeling (SEM) with using Amos 23 software tool. The sampling is using simple random sampling technique (Simple Random Sampling) about 117 respondent

The obtained result is the working stress, organizational climate, job satisfaction directly affects for the employees at PT. Pins Indonesia. The working stress, organizational climate, and job satisfaction have a direct effect on turnover intention of the employee at PT. Pins Indonesia.

Based on these result of the research can be concluded that efforts to reduce the number of turnover intention of the employee can be done through improving the management of working stres, job satisfaction, and organizational climate.

Keywords: *working stress, organizational climate, job satisfaction, turnover intention.*