

ABSTRACT

This research is to know the influence of Job Satisfaction and Workload on Turnover Intention at Department of Research and Development PT. SEIN. The research design used is a causal design with a quantitative approach. The study population included 230 employees of PT. SEIN Department of Research and Development. The sample size was 146 respondents using Slovin formula. The research data was collected by distributing questionnaires to obtain the required data. Data testing techniques include instrument test and classical assumption test. Methods of data analysis used are multiple linear regression analysis method, t test, f test, coefficient of determination test (R^2) and inter-dimensional correlation analysis with the help of SPSS 23.0 for windows program. The results showed that Job Satisfaction and Workload had a significant positive effect on Turnover Intention at PT. SEIN Department of Research and Development. Partially Job Satisfaction has no effect on Turnover Intention at PT. SEIN Department of Research and Development while Workload has significant positive effect on Turnover Intention at PT. SEIN Department of Research and Development. Further research is suggested to add other variables that influence the Turnover Intention that has not been used in this research such as work environment, work stress, leadership style and organizational climate.

*Keywords: Job Satisfaction, Workload, Turnover Intention, PT. SEIN,
Department of Research and Development*

ABSTRAK

Penelitian ini untuk mengetahui pengaruh Kepuasan Kerja dan Beban Kerja terhadap *Turnover Intention* pada Departemen *Research and Development* PT. SEIN. Desain penelitian yang digunakan adalah desain kausal dengan pendekatan kuantitatif. Populasi penelitian meliputi 230 karyawan PT. SEIN Departemen *Research and Development*. Jumlah sampel yang ditetapkan sebesar 146 responden dengan menggunakan rumus Slovin. Data penelitian dikumpulkan dengan menyebarkan kuesioner untuk memperoleh data yang dibutuhkan. Teknik pengujian data meliputi uji instrumen dan uji asumsi klasik. Metode analisis data yang digunakan adalah metode analisis regresi linear berganda, uji t, uji f, uji koefisien determinasi (R^2) dan analisa korelasi antar dimensi dengan bantuan program SPSS 23.0 for windows. Hasil penelitian menunjukkan bahwa Kepuasan Kerja dan Beban Kerja berpengaruh positif signifikan terhadap *Turnover Intention* pada PT. SEIN Departemen *Research and Development*. Secara parsial Kepuasan Kerja tidak berpengaruh terhadap *Turnover Intention* pada PT. SEIN Departemen *Research and Development* sedangkan Beban Kerja berpengaruh positif signifikan terhadap *Turnover Intention* pada PT. SEIN Departemen *Research and Development*. Penelitian selanjutnya disarankan menambah variabel lain yang mempengaruhi *Turnover Intention* yang belum digunakan dalam penelitian ini seperti lingkungan kerja, stres kerja, gaya kepemimpinan dan iklim organisasi.

Kata kunci : Kepuasan Kerja, Beban Kerja, *Turnover Intention*, PT. SEIN, Departemen *Research and Development*

UNIVERSITAS
MERCU BUANA