

ABSTRAK

Tingginya *turnover* memberikan efek kurang baik bagi perusahaan karena sumber daya manusia adalah aset terbesar yang mampu meningkatkan nilai kompetitif perusahaan. Penelitian ini bertujuan untuk menganalisis pengaruh kepuasan kerja, komitmen organisasi, dan stress kerja terhadap *turnover intention* karyawan PT *Pro Car International Finance* Jakarta. Pengumpulan data dilakukan dengan menyebarkan kuisioner kepada 39 karyawan dengan menggunakan skala Likert dan teknik sampel jenuh *Non-Probability*. Metode analisis yang digunakan adalah *Component* atau *Variance Based Structural Equation Model* menggunakan program *Partial Least Square (Smart-PLS)* versi 3.0. Hasil penelitian menunjukkan bahwa kepuasan kerja berpengaruh negatif dan signifikan terhadap *turnover intention* karyawan, komitmen organisasi berpengaruh negatif dan signifikan terhadap *turnover intention* karyawan, sedangkan stres kerja berpengaruh positif dan signifikan terhadap *turnover intention* karyawan PT *Pro Car International Finance* Jakarta.

Kata Kunci : Kepuasan kerja, komitmen organisasi, stres kerja, *turnover intention*



ABSTRACT

The high turnover gives bad effect for the company because human resource is the biggest asset that can increase the company's competitive value. This study aims to analyze the influence of job satisfaction, organizational commitment, and work stress on employee turnover intention PT Pro Car International Finance Jakarta. Data collection was done by distributing questionnaires to 39 employees by using Likert scale and Non-Probability saturated sample technique. The analysis method used is Component or Variance Based Structural Equation Model using Partial Least Square (Smart-PLS) version 3.0 program. The results showed that job satisfaction had a negative and significant effect on employee turnover intention, organizational commitment has a negative and significant effect on employee turnover intention, while work stress has a positive and significant effect on employee turnover intention of PT Pro Car International Finance Jakarta.

Keywords: Job satisfaction, organizational commitment, work stress, turnover intention

