

ABSTRAK

Turnover merupakan masalah yang patut diperhatikan oleh perusahaan, karena dampaknya cukup besar bagi perusahaan. Penelitian ini bertujuan untuk menganalisa turnover intention karyawan dilihat dari kepuasan kerja, beban kerja dan gaya kepemimpinan otoriter. Objek penelitian ini adalah karyawan divisi operasional PT. Royal Express Indonesia. Pengumpulan data dilakukan melalui penyebaran kuesioner dan dilaksanakan pada 80 responden. Analisis data pada penelitian ini menggunakan bantuan *Variance Based Structural Equation Modeling* dimana pengolahan datanya menggunakan program *Partial Least Square* (PLS) Versi 3.0. Hasil analisa menunjukkan bahwa Kepuasan kerja berpengaruh positif dan signifikan terhadap *Turnover Intention* karyawan. Beban kerja tidak berpengaruh secara signifikan terhadap *Turnover Intention* karyawan. Gaya kepemimpinan Otoriter tidak berpengaruh secara signifikan terhadap *Turnover Intention* karyawan.

Kata Kunci : Kepuasan Kerja, Beban Kerja, Gaya Kepemimpinan Otoriter dan *Turnover Intention*.



ABSTRACT

Turnover is a problem that should be noted by the company, because the impact is quite large for the company. This research aims to analyze employee turnover intention seen from job satisfaction, workload and authoritarian leadership style. The object of this research is employees of the operational division of PT. Royal Express Indonesia. Data collection was done through questionnaires and carried out on 80 respondents. Data analysis in this study uses the help of Variance Based Structural Equation Modeling where data processing uses Partial Least Square (PLS) Version 3.0 programs. The results of the analysis show that job satisfaction has a positive and significant effect on employee Turnover Intention. Workload does not significantly affect employees' Turnover Intention. Authoritarian leadership style does not significantly influence employees' Turnover Intention.

Keywords: Job Satisfaction, Workload, Authoritarian Leadership Style and Turnover Intention.

