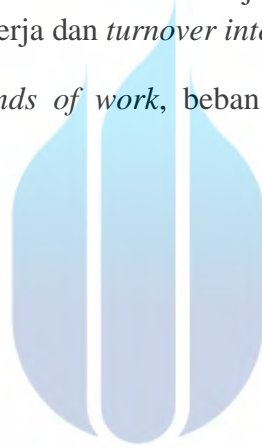


ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh variabel *time demands of work* dan beban kerja terhadap variabel stress kerja dan *turnover intention* karyawan PT. Bank Rakyat Indonesia (Persero) Tbk. Unit Kalibaru Timur Jakarta dengan mengambil 75 sampel menggunakan deskriptif kuantitatif.

Data analisis dengan menggunakan aplikasi Structural Positive and Equation Model (SEM) Partial Least Square (SmartPLS 3.0) untuk menguji semua hubungan antara variabel *time demands of work* dan beban kerja terhadap variabel stress kerja dan *turnover intention*. Hasil dari penelitian ini menunjukkan bahwa *time demands of work* dan beban kerja memiliki hubungan yang positif signifikan terhadap stress kerja dan *turnover intention*.

Kata Kunci : *Time demands of work*, beban kerja, stress kerja dan *turnover intention*



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ABSTRACT

This research aims to analyze the effect of time demands of work and work load variables on work stress and employee turnover intention variables at PT Bank Rakyat Indonesia (Persero) Tbk. Unit Kalibiru Timur Jakarta by taking 75 samples using quantitative-descriptive.

Data were analyzed by using Structural Positive and Equation Model (SEM) application of Partial Least Square (smartPLS 3.0) to test all relationships between time demands of work and work load variables on work stress and employee turnover intention variables. The results of this study indicate that time demands of work and work load variables has a positive and significant relationship to work stress and employee turnover intention variables.

Keyword : Time demands of work, work load, work stress dan turnover intention

