

ABSTRACT

This research aims to examine and analyze the effect of role conflict, burnout, job stress, and Turnover Intention on employees of PT. EDI Indonesia. The method being used for this research is descriptive method. The objects of this research are 80 employees of PT. EDI Indonesia. The approach being used for this research is Structural Equation Model (SEM) analysis tool Smart-PLS 3.0. The results showed role conflict has positive and significant effect on employee's job stress. Burnout has positive and significant effect on Job Stress. Burnout has positive and significant effect on turnover intention. Role conflict has positive and significant effect on turnover intention. Job stress has positive and significant effect on turnover intention.

Keywords: Role Conflict, Burnout, Job stress, Turnover Intention.



ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh konflik peran, *burnout*, stres kerja dan *Turnover Intention* pada karyawan PT. EDI Indonesia. Metode penelitian yang digunakan dalam penelitian ini adalah *Component* atau *Variance Based Structural Equation Model* dimana dalam pengolahan datanya menggunakan *Program Partial Least Square (Smart-PLS)* versi 3.0 PLS. PLS (*Partial Least Square*) adalah model alternative dari *covariance based SEM*. Hasil penelitian menunjukkan konflik peran berpengaruh positif dan signifikan terhadap stres kerja karyawan. *Burnout* berpengaruh positif dan signifikan terhadap stres kerja karyawan. *Burnout* berpengaruh positif dan signifikan terhadap *turnover intention*. Konflik peran berpengaruh positif dan signifikan terhadap *turnover intention*. Stres kerja berpengaruh positif dan signifikan terhadap *turnover Intention*.

Kata kunci : Konflik Peran, *Burnout*, Stres Kerja, *Turnover Intention*

