

ABSTRACT

This study attempts to analyze transformational leadership style, organizational culture and work stress on turnover intention: The purpose of this study is companies that work at PT Berca Schindler Lifts. The population in this study was 168 employees of PT Berca Schindler Lifts. The sample used was 63 employees of PT Berca Schindler Lift, calculated based on Slovin formula. The method of collecting data uses a survey method, with the research instrument being a questionnaire. Data analysis method uses statistical tests using statistical product and service solutions (SPSS) V.23. Research shows that the Transformational Leadership Style has a negative and significant effect on employee Turnover Intention. Organizational culture has a negative and significant effect on employee Turnover Intention. Job Stress has a positive and significant effect on Turnover Intention of employees at PT Berca Schindler Lifts

Keywords: Transformational Leadership Style, Organizational Culture, Job Stress, Turnover Intention, PT Berca Schindler Lifts.



ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan transformasional, budaya organisasi dan stress kerja terhadap *turnover intention*: Objek penelitian ini adalah karyawan yang bekerja di PT Berca Schindler Lifts. Populasi dalam penelitian ini adalah 168 karyawan PT Berca Schindler Lifts. Sampel yang dipergunakan adalah sebanyak 63 karyawan PT Berca Schindler Lifts, dihitung berdasarkan berdasarkan rumus slovin. Metode pengumpulan data menggunakan metode survey dengan instrument penelitian adalah kuesioner. Metode analisis data menggunakan software statistical product and service solutions (SPSS) V.23. Penelitian membuktikan bahwa Gaya Kepemimpinan Transformasional berpengaruh negatif dan signifikan terhadap Turnover Intention karyawan. Budaya Organisasi berpengaruh negatif dan signifikan terhadap Turnover Intention karyawan. Stres Kerja berpengaruh positif dan signifikan terhadap Turnover Intention karyawan pada PT Berca Schindler Lifts.

Kata kunci : Gaya Kepemimpinan Transformasional, Budaya Organisasi, Stres Kerja, *Turnover Intention*, PT Berca Schindler Lifts.

