

## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *time demands of work*, stres kerja, *burnout* terhadap *turnover intention* dan kinerja karyawan PT. Makmur Abadi Puri. Penelitian ini dilakukan terhadap 60 responden dengan menggunakan pendekatan deskriptif kuantitatif. Pendekatan yang digunakan dalam penelitian ini adalah *Structural Equation Model* (SEM) dengan alat analisis Smart-PLS. Hasil penelitian menunjukkan *Time demands of work* berpengaruh positif signifikan terhadap *turnover intention*. Stres kerja berpengaruh positif signifikan terhadap *turnover intention*. *Burnout* berpengaruh positif signifikan terhadap *turnover intention*. *Time demands of work* berpengaruh positif signifikan terhadap kinerja. Stres kerja berpengaruh negatif signifikan terhadap kinerja. *Burnout* berpengaruh negatif signifikan terhadap kinerja. *Turnover intention* berpengaruh negatif signifikan terhadap kinerja.

**Kata Kunci:** *Time demands of work*, Stres kerja, *Burnout*, *Turnover intention*, Kinerja.



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## **ABSTRACT**

*This study aims to examine and analyze the effect of time demands of work, work stress, burnout on turnover intention and employee performance of PT. Makmur Abadi Puri. This research was conducted on 60 respondents using a quantitative descriptive approach. The approach used in this research is Structural Equation Model (SEM) with Smart-PLS analysis tools. The results showed that Time demands of work had a significant positive effect on turnover intention. Job stress has a significant positive effect on turnover intention. Burnout has a significant positive effect on turnover intention. Time demands of work have a significant positive effect on performance. Job stress has a significant negative effect on performance. Burnout has a significant negative effect on performance. Turnover intention has a significant negative effect on performance.*

**Keywords:** *Time demands of work, Job stress, Burnout, Turnover intention, Performance.*

