

## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *Coping Stress*, *Psyches Environment* dan *Self Efficacy* terhadap *Turnover Intention* dengan *Burnout* sebagai variable intervening pada PT. Sanbe Farma. Objek penelitian ini adalah karyawan Medical Representative PT. Sanbe Farma sebanyak 75 responden. Pendekatan yang digunakan dalam penelitian ini adalah *Component* atau *Variance Based Structural Equation Model* dengan alat analisis Smart-PLS. Hasil penelitian menunjukkan *coping stress* berpengaruh negatif dan signifikan terhadap *burnout* karyawan PT. Sanbe Farma. *Psyches environment* berpengaruh negatif dan signifikan terhadap *burnout* karyawan PT. Sanbe Farma. *Self efficacy* tidak berpengaruh terhadap *burnout* karyawan PT. Sanbe Farma. *coping stress* berpengaruh negatif dan signifikan terhadap *turnover intention* karyawan PT. Sanbe Farma. *Psyches environment* berpengaruh negatif dan signifikan terhadap *turnover intention* karyawan PT. Sanbe Farma. *Self efficacy* berpengaruh negatif dan signifikan terhadap *turnover intention* karyawan PT. Sanbe Farma. *Burnout* berpengaruh positif dan signifikan terhadap *turnover intention* karyawan PT. Sanbe Farma.

**Kata kunci** : *Coping Stress, Psyches Environment, Self Efficacy, Turnover Intention, Burnout.*



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## **ABSTRACT**

*This research aims to examine and analyze the effect of Coping Stress, Psyche Environment and Self Efficacy on Turnover Intention with Burnout as an intervening variable for employees Medical Representative of PT. Sanbe Farma. The object of this research is 75 employees of PT. Sanbe Farma. The approach used in this research is Component or Variance Based Structural Equation Model with analysis tool Smart-PLS. The results showed coping stress that has negative and significant affect on burnout. Psyche environment that has negative and significant affect on burnout. Self efficacy does not affect on burnout. Coping stress that has negative and significant affect on turnover intention. Psyche environment that has negative and significant affect on turnover intention. Self efficacy that has negative and significant affect on turnover intention. Burnout that has positive and significant affect on turnover intention.*

**Keywords:** *Coping Stress, Psyche Environment, Self Efficacy, Turnover Intention, Burnout.*

