ABSTRACT

This study aims to determine and to analyse the influence of Leadership Styles, Organizational Silence, Organizational Learning and Work Stress to Turnover Intention at PT Optik Tunggal Sempurna.. Technique of collecting data in form of questionnaire by using likert scale. This research was conducted on 50 respondents by using quantitative descriptive approach and hypothesis testing. For that, the method of data analysis used is Structural Equation Model (SEM) with Smart PLS analysis tools.. The results of this study show that Leadership Styles had a positive and significant effect on turnover intention. Organizational Silence has a positive and significant effect on turnover intention. Organizational Learning has a negative and significant effect on turnover intention. Work Stress has a positive and significant effect on turnover intention.

Keywords: Leadership Styles, Organizational Silence, Organizational Learning and Work Stress, Turnover Intention

ABSTRAKSI

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *Leadership Styles, Organizational Silence, Organizational Learning and Work Stress* terhadap *Turnover intention* di PT optik tunggal sempurna. Teknik pengumpulan data yang digunakan dalam penelitian ini adalah berbentuk kuisioner dengan menggunakan skala likert. Penelitian ini dilakukan terhadap 50 responden dengan menggunakan pendekatan deskriptif kuantitatif dan pengujian hipotesis. Pendekatan yang digunakan dalam penelitian ini adalah *Structural Equation Model* (SEM) dengan alat analisis Smart-PLS. Hasil penelitian menunjukan *Leadership Styles* berpengaruh positif dan signifikan terhadap *turnover intention*. *Organizational Silence* berpengaruh positif dan signifikan terhadap *turnover intention*. *Organizational Learning* berpengaruh negatif dan signifikan terhadap *turnover intention*. *Work Stress* berpengaruh positif dan signifikan terhadap *turnover intention*.

Kata kunci : *Leadership Styles, Organizational Silence, Organizational Learning and Work Stress, Turnover Intention*