

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Kepuasan Kerja, Komitmen Organisasi, dan Stres Kerja terhadap *Turnover Intention* Karyawan PT Daya Eka Samudera Jakarta. Penelitian ini dilakukan terhadap karyawan PT Daya Eka Samudera Jakarta yang berjumlah 59 orang karyawan dengan menggunakan deskriptif kuantitatif dan metode analisis yang digunakan adalah analisis *Structural Equation Modeling – Partial Least Square* (SEM-PLS). Hasil penelitian menunjukkan bahwa Kepuasan Kerja berpengaruh negatif dan signifikan terhadap *Turnover Intention*, Komitmen Organisasi berpengaruh negatif dan signifikan terhadap *Turnover Intention*, dan Stres Kerja berpengaruh positif dan signifikan terhadap *Turnover Intention*.

Kata kunci : Kepuasan Kerja, Komitmen Organisasi, Stres Kerja, *Turnover Intention*



UNIVERSITAS  
MERCU BUANA

## **ABSTRACT**

*The purpose of this research is to determine the effect of Work Satisfaction, Organizational Commitment, and Work Stress towards Turnover Intention at PT Daya Eka Samudera Jakarta. This study was conducted on all 59 employees at PT Daya Eka Samudera Jakarta using quantitative descriptive and analysis method that was used is statistic analytical in the form of structural equation modelling - Partial Least Square (SEM-PLS). The results of this study showed that Work Satisfaction has a negative and significant effect on Turnover Intention, Organizational Commitment has a negative and significant effect on Turnover Intention, and Work Stress has a positive and significant effect on Turnover Intention.*

*Keywords : Work Satisfaction, Organizational Commitment, Work Stress, Turnover Intention*



UNIVERSITAS  
MERCU BUANA