

ABSTRACT

This research aims to examine and analyze the effect of organizational commitment, job stress and job satisfaction towards turnover intention of teachers of X School in Tangerang. Research data is taken through questionnaires distributed to the respondents who became the sample of this study. The population in this research is all kindergarten to high school teacher of X School in Tangerang with 163 people became sample. Sampling method in this research is random sampling method. The analytical method used in this research is multiple linear regression using SPSS 24 software. The results showed organizational commitment partially affect significant negatively to the turnover intention of teachers of X School in Tangerang, while job stress and job satisfaction are partially effect positively significant to the turnover intention of teachers of X School in Tangerang. In addition, organizational commitment, job stress, and job satisfaction effect simultaneously significantly to the turnover of intention of teachers of X School in Tangerang.

Keywords: Organizational Commitment, Job Stress, Job Satisfaction, Turnover Intention, Teacher X School in Tangerang.



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ABSTRAK

Penelitian ini bertujuan menguji dan menganalisis pengaruh komitmen organisasi, kepuasan kerja dan stres kerja terhadap *turnover intention* guru Sekolah X di Tangerang. Data penelitian merupakan data yang diambil melalui kuesioner yang dibagikan kepada responden yang menjadi sampel penelitian ini. Populasi dalam penelitian ini adalah seluruh guru TK hingga SMA Sekolah X di Tangerang dengan 163 orang yang menjadi sampel. Metode pengambilan *sampling* yang digunakan adalah metode *random sampling*. Metode analisis yang digunakan dalam penelitian ini adalah regresi linier berganda menggunakan *software* SPSS 24. Hasil penelitian menunjukkan secara parsial komitmen organisasi berpengaruh signifikan negatif terhadap *turnover intention* guru Sekolah X di Tangerang, sedangkan stres kerja dan kepuasan kerja secara parsial berpengaruh signifikan positif terhadap *turnover intention* guru Sekolah X di Tangerang. Selain itu, komitmen organisasi, stres kerja, dan kepuasan kerja secara bersama-sama (simultan) berpengaruh secara signifikan terhadap *turnover intention* guru Sekolah X di Tangerang.

Kata kunci: Komitmen Organisasi, Stres Kerja, Kepuasan kerja, *Turnover Intention*, Guru Sekolah X di Tangerang.

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