

## ABSTRAK

Tujuan utama dari penelitian ini adalah untuk mengetahui Pengaruh Stres Kerja, Beban Kerja dan Lingkungan Kerja Terhadap *Turnover Intention* di Rumah Sakit Mata Jakarta Eye Center Menteng dengan menggunakan pendekatan deskriptif kuantitatif. Data dalam penelitian diperoleh dari 67 responden yang merupakan karyawan Rumah Sakit Mata Jakarta Eye Center Menteng. Analisis data dalam penelitian ini menggunakan metode alternatif dari *structural equation modeling* (SEM) yaitu *partial least square* (PLS) yang melakukan pengolahan uji pengukuran dan uji structural serta hipotesis penelitian. Berdasarkan hasil pengolahan data dan interpretasi data pada masing-masing variabel disimpulkan hasil penelitian: (1) Stres kerja berpengaruh positif terhadap *turnover intention*, (2) beban kerja berpengaruh positif terhadap *turnover intention*, (3) lingkungan kerja berpengaruh negatif terhadap *turnover intention*.

Kata Kunci: Stres Kerja, Beban Kerja, Lingkungan Kerja, *Turnover Intention*.



UNIVERSITAS  
MERCU BUANA

## **ABSTRACT**

*The main purpose of this study was to determine the effect of work stress, workload and work environment on turnover intention at the Jakarta Eye Center Menteng Eye Hospital using a quantitative descriptive approach. The data in the study were obtained from 67 respondents who are employees of the Jakarta Eye Center Menteng Hospital. Data analysis in this study used an alternative method of structural equation modeling (SEM), namely partial least squares (PLS) which carried out the processing of measurement tests and structural tests as well as research hypotheses. Based on the results of data processing and data interpretation on each variable, the results of the study concluded: (1) job stress has a positive effect on turnover intention, (2) workload has a positive effect on turnover intention, (3) work environment has a negative effect on turnover intention.*

*Keywords: Work Stress, Workload, Work Environment, Turnover Intention.*

