

## ABSTRACT

This study aims to analyze the influence of job stress, workload, organizational commitment on turnover intention with job satisfaction as an intervening variable. The population in this study were 225 permanent employees of Tri Asih Social Foundation. The sample used was 187 permanent employees, calculated based on the Slovin formula. The sampling method used a probability sampling technique. Methods of data collection using survey methods, with the research instrument of a questionnaire. The data analysis used is descriptive analysis by analyzing the data through the Partial Least Square (PLS) application with the Smart PLS 3.0 program. The results of this study indicate that in Tri Asih Social Foundation: (1) Job stress has a significant and positive influence on Turnover Intention, (2) Workload has a positive and significant influence on Turnover Intention (3) Organizational Commitment has positive but not significant influence on Employee Turnover Intention, (4) Job stress has a positive and significant influence on Job Satisfaction, (5) Workload has positive and significant influence on Job Satisfaction, (6) Organizational Commitment has a positive and significant influence on Job Satisfaction, (7) Job satisfaction has positive and significant influence on Turnover Intention, (8) Job satisfaction can positively and significantly mediate job stress on Turnover Intention (9) Job satisfaction can positively and significantly mediate workload on Turnover Intention, (10) Job satisfaction can positively and significantly mediate organizational commitment on Turnover Intention.

Keywords: Job stress, Workload, Organizational Commitment, Job Satisfaction, Turnover Intention