

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *workload*, *burnout* dan *perceived organizational politic* dalam pengaruh *turnover intention* pada perusahaan batubara dan mineral di Indonesia. Populasi dari penelitian ini adalah karyawan yang bekerja di industri pertambangan batubara dan mineral yang berlokasi di seluruh Indonesia. Dengan jumlah sampel sebanyak 150 orang pekerja. Metode data menggunakan Regresi Linear Berganda. Hasil penelitian ini menemukan bahwa *workload* tidak memiliki dampak signifikan terhadap *turnover intention*. *Burnout* berdampak mendorong peningkatan *turnover intention* karyawan. *Perceived organizational politic* juga mampu mendorong *turnover intention*. Implikasi penelitian ini dibahas dalam artikel

Kata Kunci : *Workload*, *Burnout*, *Perceived Organizational Politic*, *Turnover Intention*



ABSTRACT

In general, this study analyzes the effect of workload, burnout and perceived organizational politic on turnover intention. The population of this study are employees who work in the coal and mineral mining industry located throughout Indonesia. With a total sample of 150 workers. The data method uses Multiple Linear Regression. The results of this study found that workload did not have a significant impact on turnover intention. Burnout has an impact on increasing employee turnover intention. Perceived organizational politics is also able to encourage turnover intention. The implications of this research are discussed in the article

Keywords : Workload, Burnout, Perceived Organizational Politic, Turnover Intention

