

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh Stres Kerja dan Komitmen Organisasional Terhadap *Turnover Intention* Melalui Kepuasan Kerja Sebagai Variabel Mediasi pada Karyawan Dealer Honda Banyuwangi Motor. Penelitian ini dilakukan terhadap karyawan Dealer Honda Banyuwangi Motor. Populasi dalam penelitian ini sebanyak 123 karyawan, sedangkan sampel yang digunakan adalah 45 karyawan. Dalam penelitian ini menggunakan deskriptif kuantitatif dan metode analisis yang digunakan adalah analisis Structural Equation Modeling – Partial Least Square (SEM-PLS). Hasil penelitian menunjukkan bahwa Stres Kerja berpengaruh positif dan signifikan terhadap *Turnover Intention*, Komitmen Organisasional berpengaruh positif dan signifikan terhadap *Turnover Intention*, Stres Kerja berpengaruh negatif dan signifikan terhadap Kepuasan Kerja, Komitmen Organisasional berpengaruh negatif dan signifikan terhadap Kepuasan Kerja, dan Kepuasan Kerja berpengaruh positif dan signifikan terhadap *Turnover Intention*.

Kata Kunci : Stres Kerja, Komitmen Organisasional, Kepuasan Kerja, *Turnover Intention*



## **ABSTRACT**

*This study aims to determine the Effect of Job Stress and Organizational Commitment on Turnover Intention Through Job Satisfaction as a Mediation Variable in Employees of Honda Banyuwangi Motor Dealers. This research was conducted on Honda Banyuwangi Motor Dealer employees. The population in this study were 123 employees, while the sample used was 45 employees. In this study using quantitative descriptive and analysis method used is Structural Equation Modeling - Partial Least Square (SEM-PLS) analysis. The results showed that Job Stress had a positive and significant effect on Turnover Intention, Organizational Commitment had a positive and significant effect on Turnover Intention, Job Stress had a negative and significant effect on Job Satisfaction, Organizational Commitment had a negative and significant effect on Job Satisfaction, and Job Satisfaction had a positive and significant effect on significant to Turnover Intention.*

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

