

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Disiplin Kerja, Stress Kerja, dan Lingkungan Kerja terhadap *Turnover Intention* pada perusahaan PT Skala Maxima Griya. Objek dalam penelitian ini adalah karyawan tetap PT Skala Maxima Griya dilakukan terhadap 40 responden dengan menggunakan pendekatan deskriptif kuantitatif. Penentuan ukuran sampel menggunakan teknik sampel jenuh yaitu dengan cara mengambil keseluruhan populasi. Metode pengumpulan data menggunakan pra-survey dengan instrumen penelitian adalah kuesioner. Analisis data dilakukan dengan menggunakan teknik PLS (*Partial Least Square*) melalui software statistic Smart-PLS 3.0. Hasil penelitian menunjukkan bahwa, Disiplin Kerja berpengaruh positif dan signifikan terhadap *Turnover Intention*, Stress Kerja berpengaruh positif dan signifikan terhadap *Turnover Intention*, Lingkungan Kerja berpengaruh positif dan signifikan terhadap *Turnover Intention*.

Kata kunci: Disiplin Kerja, Stress Kerja, Lingkungan Kerja, *Turnover Intention*

ABSTRACT

This study aims to determine the effect of Work Discipline, Work Stress, and Work Environment on Turnover Intention at the company PT Scale Maxima Griya. The objects in this study were permanent employees of PT Skala Maxima Griya and were carried out on 40 respondents using a quantitative descriptive approach. Determining the sample size using a saturated sample technique, namely by taking the entire population. The data collection method uses a pre-survey with the research instrument being a questionnaire. Data analysis was performed using the PLS (Partial Least Square) technique through the Smart-PLS 3.0 statistical software. The results showed that Work Discipline had a positive and significant effect on Turnover Intention, Work Stress had a positive and significant effect on Turnover Intention, Work Environment had a positive and significant effect on Turnover Intention. Keywords: Work Discipline, Work Stress, Work Environment, Turnover Intention.

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