

## ABSTRACT

*This research is aimed to analysis The Effect of Training, Work Environment and Job Satisfaction On Turnover Intention of PT. JCO Donuts & Coffee. The object of this research is permanent employees at PT JCO Donuts & Coffee who were employee in Jakarta. This research was conducted on 115 respondents by using causal method. Therefore, the data analysis used is statistical analysis in the form of multiple regression test. The results of this study show that simultaneously the variables of job stress, work environment and job satisfaction affect on turnover intention PT. JCO Donuts & Coffee. But partially the variables of job stress and job satisfaction affect the turnover intention of PT. JCO Donouts & Coffee Jakarta area, while the work environment variable has no influence on the turnover intention of PT. JCO Donuts & Coffee who were employee in Jakarta. This is evidenced from the results of simultaneous test F (Test F) and partial test results (Test t) also shows value Therefore the results of this research test state that there are simultaneous effects of job stress, work environment and job satisfaction variables affecting the turnover intention of PT. JCO Donouts & Coffee in Jakarta area But partially the variables of job stress and job satisfaction affect the turnover intention of PT. JCO Donouts & Coffee who were employee in Jakarta., while the work environment variable has no influence on the turnover intention of PT. JCO Donouts & Coffee who were employee in Jakarta.*

**Keywords : Job Stress, Work Environment, Job Satisfaction, Turnover Intention**



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Penelitian ini dilakukan untuk menganalisis Pengaruh Stres Kerja, Lingkungan Kerja, dan Kepuasan Kerja Terhadap *Turnover Intention* Karyawan PT. JCO Donuts & Coffee. Objek penelitian ini adalah karyawan tetap di PT. JCO Donuts & Coffee wilayah Jakarta. Penelitian ini dilakukan terhadap 115 responden dengan menggunakan metode kausal. Karena itu, analisis data yang digunakan adalah analisis statistik dalam bentuk uji regresi berganda. Hasil penelitian ini menunjukkan bahwa secara simultan variabel stres kerja, lingkungan kerja dan kepuasan kerja mempengaruhi *turnover intention* karyawan PT. JCO Donuts & Coffee wilayah Jakarta Namun secara parsial variabel stres kerja dan kepuasan kerja mempengaruhi *turnover intention* karyawan PT. JCO Donuts & Coffee wilayah Jakarta, sedangkan variabel lingkungan kerja tidak memiliki pengaruh terhadap *turnover intention* karyawan PT. JCO Donuts & Coffee wilayah Jakarta. Hal ini dibuktikan dari hasil uji simultan F (Uji F) dan hasil uji parsial (Uji t) yang mendukung hipotesa. Oleh karena itu hasil uji penelitian ini menyatakan bahwa terdapat pengaruh secara simultan variabel stres kerja, lingkungan kerja dan kepuasan kerja mempengaruhi *turnover intention* karyawan PT. JCO Donuts & Coffee wilayah Jakarta Namun secara parsial variabel stres kerja dan kepuasan kerja mempengaruhi *turnover intention* karyawan PT. JCO Donuts & Coffee wilayah Jakarta, sedangkan variabel lingkungan kerja tidak memiliki pengaruh terhadap *turnover intention* karyawan PT. JCO Donuts & Coffee wilayah Jakarta

**Kata Kunci : Stres Kerja, Lingkungan Kerja, Kepuasan Kerja dan *Turnover Intention*.**