

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh stres kerja, *work-family conflict* dan *employee retention* terhadap *turnover intention* karyawan. Populasi dalam penelitian ini adalah 90 orang karyawan toko PT Sumber Alfaria Trijaya Tbk Cabang Balaraja, Tangerang yang berstatus karyawan tetap. Sampel penelitian menggunakan keseluruhan populasi yaitu sebanyak 90 orang karyawan toko yang diambil menggunakan teknik *sampling* jenuh. Metode pengumpulan data menggunakan metode survey, dengan instrumen penelitian adalah kuesioner. Metode analisis data menggunakan *Partial Least Square*. Penelitian ini membuktikan bahwa stres kerja berpengaruh positif dan signifikan terhadap *turnover intention*. *Work-family conflict* berpengaruh positif dan signifikan terhadap *turnover intention*. *Employee retention* tidak berpengaruh terhadap *turnover intention*.

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Kata Kunci: Stres kerja, *Work-family Conflict*, *Employee Retention*, *Turnover Intention*

ABSTRACT

This study aims to analyze the effect of work stress, work-family conflict and employee retention on employee turnover intention. The population in this research is 90 store employees of PT Sumber Alfaria Trijaya Tbk, Balaraja Branch, Tangerang with permanent employee status. The research sample used the entire population of 90 store employees who were taken using a saturated sampling technique. Methods of data collection using survey methods, with questionnaire as research instrument. Data analysis method using Partial Least Square. This research proves that work stress has a positive and significant effect on turnover intention. Work-family conflict has a positive and significant effect on turnover intention. Employee retention has no effect on turnover intention.

Keywords: Work stress, Work-family Conflict, Employee Retention, Turnover Intention