

ABSTRAK

Penelitian ini untuk mengetahui pengaruh “Kepuasan Kerja, Stres Kerja dan Disiplin Kerja Terhadap *Turnover Intention* karyawan di Tuscany Boutique Hotel Tangerang Selatan”. Objek penelitian ini adalah seluruh karyawan tetap yang bekerja pada Tuscany Boutique Hotel Tangerang Selatan. Penelitian ini dilakukan terhadap 60 responden dengan menggunakan pendekatan kausal kuantitatif. Penentuan ukuran sampel menggunakan teknik sampel jenuh yaitu mengambil keseluruhan populasi sebanyak 60 orang. Pendekatan yang digunakan dalam penelitian ini adalah *Structural Equation Model* (SEM) dengan alat analisis Smart-PLS. Berdasarkan hasil analisis pada penelitian ini diperoleh bahwa Kepuasan Kerja tidak berpengaruh terhadap *Turnover Intention*, Stres Kerja berpengaruh positif dan signifikan terhadap *Turnover Intention* dan Disiplin Kerja berpengaruh positif dan signifikan terhadap *Turnover Intention*.

Kata Kunci: *Turnover Intention*, Kepuasan Kerja, Stres Kerja, Disiplin Kerja



ABSTRACT

This study was to determine the effect of "Job Satisfaction, Job Stres and Work Discipline on Employee Turnover Intention at Tuscany Boutique Hotel Tangerang Selatan". The object of this research is all permanent employees who work at Tuscany Boutique Hotel Tangerang Selatan. This research was conducted on 60 respondents using a quantitative causal approach. Determining the sample size using a saturated sample technique that is taking the entire population as many as 60 people. The approach used in this study is the Structural Equation Model (SEM) with the Smart-PLS analysis tool. Based on the results of the analysis in this study, it was found that Job Satisfaction had no effect on Turnover Intention, Job Stres had a positive and significant effect on Turnover Intention and Work Discipline had a positive and significant effect on Turnover Intention.

Keywords: Turnover Intention, Job Satisfaction, Job Stres, Work Discipline



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