

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kepuasan kerja, stress kerja dan pengembangan karir terhadap *turnover intention* pada PT Garyman Kreasi Indonesia. Penelitian ini dilakukan di PT Garyman Kreasi Indonesia. Objek penelitian adalah seluruh karyawan PT Garyman Kreasi Indonesia. Penelitian ini dilakukan pada 61 karyawan tetap dengan menggunakan pendekatan deskriptif kuantitatif. Penentuan ukuran sampel menggunakan sampel jenuh sehingga seluruh anggota populasi dijadikan sampel sebanyak 61 responden Metode pengumpulan data menggunakan metode survey dengan instrument penelitian adalah kuesioner. Pendekatan yang digunakan dalam penelitian ini adalah *struktural equation model (SEM)* dengan alat analisis Smart PLS. Hasil penelitian ini menunjukkan bahwa kepuasan kerja berpengaruh negatif dan signifikan terhadap *turnover intention*. Stress kerja berpengaruh positif dan signifikan terhadap *turnover intention*. Pengembangan karir berpengaruh negatif dan signifikan terhadap *turnover intention*

Kata Kunci : Kepuasan Kerja, Stress Kerja dan Pengembangan Karir, dan *Turnover Intention*



ABSTRACT

This research aims to determine the influence of job satisfaction, work stress and career development on turnover intention at PT Garyman Kreasi Indonesia. This research was conducted at PT Garyman Kreasi Indonesia. The research objects were all employees of PT Garyman Kreasi Indonesia. This research was conducted on 61 permanent employees using a quantitative descriptive approach. The sample size was determined using a saturated sample so that all members of the population were sampled as 61 respondents. The data collection method used a survey method with the research instrument being a questionnaire. The approach used in this research is structural equation modeling (SEM) with the Smart PLS analysis tool. The results of this study indicate that job satisfaction has a negative and significant effect on turnover intention. Job stress has a positive and significant effect on turnover intention. Career development has a negative and significant effect on turnover intention

Keywords: Job Satisfaction, Job Stress and Career Development, and Turnover Intention.

