

ABSTRAK

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PENGARUH WORK STRESS, WORK-LIFE BALANCE, DAN JOB SATISFACTION TERHADAP TURNOVER INTENTION KARYAWAN CV BINTANG MAS ABADI

(xiv + 73 halaman; 8 gambar; 14 tabel; 6 lampiran)

Penelitian ini mengkaji bagaimana *work stress*, *work-life balance*, dan *job satisfaction* mempengaruhi *turnover intention* karyawan CV Bintang Mas Abadi. Pemilik badan usaha prihatin dengan *employee turnover* dan ingin mencari jalan keluarnya. Strategi survei ini menggunakan metode sensus dengan sampel jenuh sebanyak 30 karyawan. Program *SmartPLS* 4.0 digunakan untuk analisis data primer dari kuesioner. Penelitian menunjukkan bahwa *work-life balance* dan *job satisfaction* berdampak negatif terhadap *turnover intention*, sedangkan *work stress* berdampak positif. Penelitian tersebut bertujuan untuk membantu CV Bintang Mas Abadi menekan *employee turnover* dengan menemukan faktor yang mempengaruhi *turnover intention*.

Referensi : 35 (1998-2022)

Kata Kunci : *Work Stress, Work-Life Balance, Job Satisfaction, Turnover Intention*

ABSTRACT

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EFFECT OF JOB STRESS, WORK-LIFE BALANCE, AND JOB SATISFACTION ON CAREER CHANGE INTENTIONS OF CV BINTANG MAS ABADI

(xiv + 73 pages; 8 pictures; 14 table; 6 appendixes)

This study examines how job stress, work-life balance, and job satisfaction affect employee intentions to leave CV Bintang Mas Abadi. Business owners are concerned about employee turnover and want to find a way out. This survey strategy uses the census method with a saturated sample of 30 employees. The SmartPLS 4.0 program was used for primary data analysis from the questionnaire. Research shows that work-life balance and job satisfaction have a negative impact on turnover intention, while work stress has a positive impact. This research aims to help CV Bintang Mas Abadi reduce employee turnover by finding factors that influence turnover intention.

Reference : 35 (1994-2022)

Keyword : Work Stress, Work-Life Balance, Job Satisfaction, Turnover Intention