

ABSTRAK

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Pengaruh *Perceived high workload, Salary Satisfaction, Work Life Balance, Career Security, Organizational Support* dan *Occupational Stigma* terhadap *Turnover Intention* Karyawan PT XXX Dengan *Job satisfaction, continuance commitment* dan *job burnout* Sebagai Variabel Mediasi.

(xvii+127 halaman; 25 tabel; 4 gambar; 4 lampiran)

Sebagai aset penting dalam organisasi, tantangan yang dihadapi oleh setiap organisasi adalah mempertahankan karyawan terbaiknya. *Turnover* karyawan yang terlalu tinggi dalam sebuah organisasi dapat memberikan kerugian yang cukup besar untuk organisasi. Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *Perceived high workload, Salary Satisfaction, Work Life Balance, Career Security, Organizational Support* dan *Occupational Stigma* terhadap *Turnover Intention* Karyawan PT XXX Dengan *Job satisfaction, continuance commitment* dan *job burnout* Sebagai Variabel Mediasi. Penelitian ini dilakukan secara kuantitatif pada 81 karyawan PT XXX dengan menggunakan teknik analisa SEM-PLS pada aplikasi SmartPLS. Hasil pada penelitian ini menunjukkan bahwa 11 dari 13 hipotesis diterima dimana ditemukan *salary satisfaction* ditemukan memiliki pengaruh positif terhadap *continuance commitment*. Selain itu ditemukan juga bahwa *salary satisfaction, work life balance, career security* dan *organizational support* memiliki pengaruh positif terhadap *job satisfaction*. *Job satisfaction* dan *job burnout* sendiri ditemukan memiliki pengaruh positif terhadap *continuance commitment* dan *occupational stigma* memiliki pengaruh positif terhadap *job burnout*, *Job satisfaction, continuance commitment* memiliki pengaruh negatif terhadap *turnover intention* sementara *job burnout* memiliki pengaruh positif terhadap *turnover intention*

Referensi : 143 (2000 – 2025)

Kata Kunci : *Perceived High Workload, Salary Satisfaction, Work Life Balance, Career Security, Organizational Support, Occupational Stigma, Turnover Intention, Job Satisfaction, Continuance Commitment, Job Burnout*

ABSTRACT

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The Influence of Perceived high workload, Salary Satisfaction, Work Life Balance, Career Security, Organizational Support and Occupational Stigma on Turnover Intention of PT XXX Employees with Job satisfaction, continuance commitment and job burnout as Mediating Variables.

(xvii+127 pages; 25 tables; 4 figures; 4 appendices)

As an important asset in an organization, the challenge faced by every organization is to retain its best employees. Employee turnover that is too high in an organization can cause significant losses for the organization. This study aims to determine and analyze the influence of Perceived high workload, Salary Satisfaction, Work Life Balance, Career Security, Organizational Support and Occupational Stigma on Turnover Intention of PT XXX Employees with Job satisfaction, continuance commitment and job burnout as Mediating Variables. This study was conducted quantitatively on 81 PT XXX employees using the SEM-PLS analysis technique on the SmartPLS application. The results of this study indicate that 11 of the 13 hypotheses are accepted where salary satisfaction is found to have a positive effect on continuance commitment. In addition, it was also found that salary satisfaction, work life balance, career security and organizational support have a positive effect on job satisfaction. Job satisfaction and job burnout themselves were found to have a positive effect on continuance commitment and occupational stigma has a positive effect on job burnout, Job satisfaction, continuance commitment has a negative effect on turnover intention while job burnout has a positive effect on turnover intention

References: 143 (2000 - 2025)

Keywords: *Perceived High Workload, Salary Satisfaction, Work Life Balance, Career Security, Organizational Support, Occupational Stigma, Turnover Intention, Job Satisfaction, Continuance Commitment, Job Burnout*