

ABSTRACT

The Effect of Job Stres and Job Satisfaction on Turnover Intention on PT. BinaSan Prima Cabang 1

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The high intention to leave has become a chronic problem for many companies, even some companies experience disappointment when they find out that the recruitment process that has succeeded in obtaining quality human resources is ultimately useless because the recruited human resources have chosen jobs in other companies. This study aims to determine the effect of job stress and job satisfaction on Turnover Intention on PT. Bina San Prima Cabang 1. Responden in this study were 91 employees of PT. Bina San Prima Cabang 1. The methods in this study use quantitative methods. Data analysis using multiple linear regression with the help of the SPSS 26 Program. The result of this study indicate that job stres has a positif and significant effect on niat untuk keluar and job satisfaction has no significant effect on niat untuk keluar. Simultaneously, job stres and job satisfaction have a significant effect on niat untuk keluar. The implication of this research is expected to provide information and input to relevant company, especially PT. Bina San Prima Cabang 1 in their efforts to minimize the impact of negative job stres on niat untuk keluar.

Keywords : Job Stres, Job Satisfaction, Niat untuk keluar.

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