

**PENGARUH STRES KERJA TERHADAP *TURNOVER INTENTION*
DENGAN *LEADERSHIP SUPPORT* SEBAGAI VARIABEL MODERASI
PADA KARYAWAN DI WILAYAH PERINDUSTRIAN CIKARANG
JAWA BARAT**

Fitri Indriyani

Abstrak

Penelitian ini bertujuan untuk mengetahui Pengaruh Stres Kerja Terhadap *Turnover Intention* dengan *Leadership Support* Sebagai Variabel Moderasi pada Karyawan Daerah Cikarang Jawa Barat. Metode penelitian menggunakan *purposive sampling* sejumlah 100 responden. Pengumpulan data primer dilakukan dengan metode koesioner yang telah diuji validitas dan reliabilitasnya. Penelitian ini dilakukan dengan menggunakan pendekatan kuantitatif dengan metode regresi, uji tunggal dan MRA (*Metoded Regresion Analysis*). Variabel Stres Kerja terbukti berpengaruh positif dan signifikan terhadap variabel *Turnover Intention* secara langsung, dibuktikan oleh hasil secara parsial Stres Kerja memiliki nilai t hitung $14,978 > 1,984$ t tabel. Variabel Stres Kerja terbukti berpengaruh positif dan signifikan terhadap variabel *Leadership Support* secara langsung, dibuktikan oleh hasil secara parsial Stres Kerja memiliki nilai t hitung $2,257 > 1,984$ t tabel. Variabel *Leadership Support* tidak dapat memoderasi secara langsung variabel Stres Kerja dan *Turnover Intention* dengan menggunakan regresi linier sederhana MRA (*Metoded Regresion Analysis*). menunjukkan nilai signifikan variabel $0,683 > 0,05$ artinya karyawan yang mengalami Stres Kerja akan menurun *Turnover Intention* pada saat ada *Leadership Support*.

Kata Kunci: Stres Kerja, *Turnover Intention*, *Leadership Support*

 20/6/23

**THE INFLUENCE OF WORK STRESS ON TURNOVER INTENTION
WITH LEADERSHIP SUPPORT AS A MODERATION VARIABLE
ON EMPLOYEES IN THE CIKARANG INDUSTRIAL AREA, WEST JAVA**

Fitri Indriyani

Abstract

This study aims to determine the effect of work stress on turnover intention with leadership support as a moderating variable for employees in the Cikarang area, West Java. The research method uses purposive sampling of 100 respondents. Primary data collection was carried out using a questionnaire method that has been tested for validity and reliability. This research was conducted using a quantitative approach with the regression method, single test and MRA (Method Regression Analysis). The Job Stress variable has been shown to have a positive and significant effect on the Turnover Intention variable directly, as evidenced by the partial results of Job Stress having a t count of $14.978 > 1.984$ t table. The Job Stress variable is proven to have a positive and significant effect on the Leadership Support variable directly, as evidenced by the partial results of Job Stress having a t count of $2.257 > 1.984$ t table. The Leadership Support variable cannot directly moderate the Job Stress and Turnover Intention variables using simple linear regression MRA (Method Regression Analysis). shows a significant value of the variable $0.683 > 0.05$ meaning that employees who experience work stress will decrease Turnover Intention when there is Leadership Support.

Keywords: *Job Stress, Turnover Intention*

