


**PENGARUH BEBAN KERJA DAN STRES TERHADAP *TURNOVER INTENTION* KARYAWAN (STUDI KASUS DI PT. DAYUP INDO YOGYAKARTA)**

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**Abstrak**

Penelitian ini bertujuan untuk mengetahui Pengaruh Beban Kerja dan Stres Kerja terhadap *Turnover Intention* Karyawan pada PT. Dayup Indo Yogyakarta. Jenis penelitian ini termasuk dalam jenis penelitian kuantitatif. Sampel yang digunakan sebanyak 63 responden dengan teknik probability sampling. Metode pengumpulan data yang digunakan pada penelitian ini adalah kuesioner. Sedangkan teknik analisis data yang dilakukan menggunakan analisis uji instrumen penelitian, uji asumsi klasik, uji regresi linear berganda, uji t, uji f, uji analisis koefisiensi determinasi dan *mean aritmatik*. Analisis linear berganda digunakan untuk uji hipotesis penelitian ini. Hasil penelitian ini menunjukkan bahwa: (1) Beban Kerja memiliki pengaruh positif dan signifikan terhadap *Turnover Intention* (Y), diperoleh nilai  $T_{hitung} X_1$  Beban Kerja sebesar  $2,888 > T_{tabel} 1,675$ . (2) Stres Kerja memiliki pengaruh positif dan signifikan terhadap *Turnover Intention* (Y), diperoleh nilai  $T_{hitung} X_2$  Disiplin Kerja sebesar  $2,161 > T_{tabel} 1,675$ . (3) Beban Kerja dan Stres Kerja memiliki pengaruh positif dan signifikan terhadap *Turnover Intention* dengan  $F_{hitung}$  sebesar 29,442 dan probabilitas sebesar 0,000. Nilai varian  $R square = 0,513$  atau 51,3%, dimana perubahan variabel *Turnover Intention* dapat dijelaskan oleh variabel Beban Kerja dan Stres Kerja, sedangkan sisanya 48,7% dijelaskan oleh variabel lain yang tidak diteliti pada penelitian ini.

**Kata Kunci:** *Beban Kerja, Stres Kerja dan Turnover Intention*

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## **EFFECT OF WORKLOAD AND STRESS ON EMPLOYEE TURNOVER INTENTION (CASE STUDY AT PT. DAYUP INDO YOGYAKARTA)**

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### **Abstract**

*This study aims to determine the effect of workload and work stress on employee turnover intention at PT. Dayup Indo Yogyakarta. This research is included in the type of quantitative research. The sample used was 63 respondents with probability sampling technique. The data collection method used in this study was a questionnaire. The data analysis technique used is the analysis of the research instrument test, the classical assumption test, the multiple linear regression test, the t test, the f test, the analysis of the coefficient of determination and the arithmetic mean. Multiple linear analysis was used to test the hypothesis of this study. The results of this study indicate that: (1) Workload has a positive and significant effect on Turnover Intention (Y), the value of  $T_{count} X1$  is  $2.888 > T_{table} 1.675$ . (2) Job stress has a positive and significant effect on Turnover Intention (Y), the value of  $T_{count} X2$  for Work Discipline is  $2.161 > T_{table} 1.675$ . (3) Workload and Work Stress have a positive and significant effect on Turnover Intention with an  $F_{count}$  of 29.442 and a probability of 0.000. The value of the variance R square = 0.513 or 51.3%, where changes in the Turnover Intention variable can be explained by the workload and work stress variables, while the remaining 48.7% is explained by other variables not examined in this study.*

**Keywords:** *Workload, Work Stress and Turnover Intention*