

Deni Syofyan, 18101155310854, majoring in management in 2018, the influence of the work environment, work stress and workload on turnover intentions with job satisfaction as an intervening variable, under the guidance of Mrs. Lusiana, S.E., M.M and Bapak Muhammad Fikri Ramadhan, S.E., M.M.

This study aims to determine how much influence the work environment, work stress and workload have on turnover intention with job satisfaction as an intervening variable, in the albasiko kinali cooperative, West Pasaman district. The method used is a quantitative method. By distributing questionnaires to 30 respondents.

The results of the data analysis concluded that there was a significant positive effect between the work environment variable and the intention to move. There is a positive and significant influence between work stress and workload variables on switching intention variables. There is a positive influence that is not significant between work environment variables on job satisfaction variables. There is a positive and significant influence between workload variables on job satisfaction variables. There is a significant negative effect between the turnover intention variable on the job satisfaction variable. There is a positive and significant influence between work environment variables on job satisfaction through turnover intention. There is a positive and significant influence between work stress and workload variables on job satisfaction through turnover intention.

Keywords : *Work Environment, Work Stress, Workload,job Satisfaction,turnover intention.*

ABSTRAK

Deni Syofyan, 18101155310854, jurusan manajemen tahun 2018, pengaruh *lingkungan kerja*, *Stres kerja* dan *Beban kerja* terhadap turnover intention dengan *Kepuasan kerja* sebagai variabel intervening, dibawah bimbingan Ibu Lusiana, S.E., M.M dan Bapak Muhammad Fikri Ramadhan, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh *lingkungan kerja*, *Stres kerja* dan *Beban kerja* terhadap turnover intention dengan *Kepuasan kerja* sebagai variabel intervening, pada koperasi albasiko kinali kabupaten pasaman barat. Metode yang digunakan adalah metode kuantitatif. Dengan mengedarkan kuesioner sebanyak 30 responden.

Hasil analisis data menyimpulkan, terdapat pengaruh positif yang signifikan antara variabel *lingkungan kerja* terhadap variabel *turnover intention*. Terdapat pengaruh positif dan signifikan antara variabel *Stres kerja* dan *beban kerja* terhadap variabel *turnover intention*. Terdapat pengaruh positif yang tidak signifikan antara variabel *lingkungan kerja* terhadap variabel kepuasan kerja. Terdapat pengaruh positif dan signifikan antara variabel *beban kerja* terhadap variabel kepuasan kerja. Terdapat pengaruh negatif yang signifikan antara variabel *turnover intention* terhadap variabel kepuasan kerja. Terdapat pengaruh positif dan signifikan antara variabel *lingkungan kerja* terhadap kepuasan kerja melalui *turnover intention*. Terdapat pengaruh positif dan signifikan antara variabel *Stress kerja* dan *beban kerja* terhadap kepuasan kerja melalui *turnover intention*.

Kata Kunci : *Lingkungan Kerja, Stress Kerja, Beban kerja, Kepuasan Kerja, Turnover intention.*

KATA PENGANTAR

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ