

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh stress kerja dan kompensasi terhadap *turnover intention* melalui kepuasan kerja sebagai variabel intervening pada PT.Lembah Karet Padang. Metode pengumpulan data melalui survey dan kusioner. Metode analisis yang digunakan adalah analisis deskriptif untuk uji hipotesis digunakan uji t dan uji f. Sampel lembaga ini berjumlah 75 responden.

Hasil analisis data menyimpulkan, secara parsial (uji t) diperoleh : (a) terdapat pengaruh positif dan signifikan antara Stress Kerja terhadap Kepuasan kerja. (b) terdapat pengaruh positif dan signifikan antara Kompensasi terhadap Kepuasan kerja. (c) terdapat pengaruh positif dan signifikan antara Stress Kerja terhadap *Turnover Intention*. (d) terdapat pengaruh positif dan signifikan antara Kompensasi terhadap *Turnover Intention*. (e) terdapat pengaruh positif dan signifikan antara Kepuasan kerja terhadap *Turnover Intention*. (f) Kepuasan Kerja memediasi Stress Kerja terhadap *Turnover Intention*. (g) Kepuasan Kerja memediasi Kompensasi terhadap *Turnover Intention*.

Kata Kunci : Stress Kerja, Kompensasi, Kepuasan Kerja Dan *Turnover Intention*

ABSTRACT

This study aims to determine how much influence work stress and compensation have on turnover intention through job satisfaction as an intervening variable at PT.Lembah Karet Padang. Methods of collecting data through surveys and questionnaires. The analytical method used is descriptive analysis for hypothesis testing using t test and f test. The sample of this institution is 75 respondents.

The results of data analysis concluded, partially (t test) obtained: (a) there is a positive and significant effect between job stress on job satisfaction. (b) there is a positive and significant effect between compensation on job satisfaction. (c) there is a positive and significant effect between work stress on turnover intention. (d) there is a positive and significant effect between compensation and turnover intention. (e) there is a positive and significant effect between job satisfaction and turnover intention. (f) Job Satisfaction mediates Job Stress on Turnover Intention. (g) Job Satisfaction mediates Compensation to Turnover Intention.

Keywords: Job Stress, Compensation, Job Satisfaction and Turnover Intention