

ABSTRAK

Prastika Harstyanti Utami 2017; Pengaruh Kepuasan Kerja dan Stres Kerja Terhadap *Turnover Intention* Karyawan PT Citra Media Nusa Purnama. Skripsi, Jakarta: Konsentrasi Manajemen Sumber Daya Manusia, Program Studi Manajemen, Jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Jakarta.

Tujuan penelitian ini adalah: Untuk mengetahui 1) Deskripsi dari kepuasan kerja, stres kerja, dan *turnover intention* karyawan PT Citra Media Nusa Purnama, 2) Pengaruh antara kepuasan kerja terhadap *turnover intention* karyawan PT Citra Media Nusa Purnama, 3) Pengaruh antara stres kerja terhadap *turnover intention* karyawan PT Citra Media Nusa Purnama, 4) Kepuasan kerja dan stres kerja dalam memprediksikan *turnover intention* karyawan PT Citra Media Nusa Purnama. Penelitian dilakukan terhadap 148 karyawan PT Citra Media Nusa Purnama. Teknik pengumpulan data menggunakan metode survey yaitu menyebarkan kuesioner yang diolah dengan program SPSS 22.0. Hasil dari regresi menunjukkan bahwa terdapat pengaruh negatif dan signifikan antara kepuasan kerja terhadap *turnover intention* karyawan PT Citra Media Nusa Purnama, terdapat pengaruh positif dan signifikan antara stres kerja terhadap *turnover intention* karyawan PT Citra Media Nusa Purnama, kepuasan kerja dan stres kerja dapat memprediksikan *turnover intention* karyawan PT Citra Media Nusa Purnama.

Kata kunci: Kepuasan Kerja, Stres Kerja, *Turnover Intention*

ABSTRACT

Prastika Harstyanti Utami 2017; The Influence of Job Satisfaction and Work Stress on Employee Turnover Intention of PT Citra Media Nusa Purnama. Thesis, Jakarta: Human Resource Management Concentration, Management Studies Program, Department of Management, Faculty of Economics, State University of Jakarta.

The purpose of this research are: To know 1) The description for the job satisfaction, work stress, and employee turnover intention of PT Citra Media Nusa Purnama, 2) To determine whether there is influence between the job satisfaction on employee turnover intention of PT Citra Media Nusa Purnama, 3) To determine whether there is influence between work stress on employee turnover intention of PT Citra Media Nusa Purnama, 4) The research model of job satisfaction and work stress in predicting employee turnover intention of PT Citra Media Nusa Purnama. This research is taken 148 employees at PT Citra Media Nusa Purnama, Jakarta. The technique of data collection used survey method by distributing questionnaires, which then processed with program SPSS 22.0. The results of regression shows that there is negative and significant influence between job satisfaction to turnover intention, there are positive and significant influence between work stress on turnover intention. And research model of job satisfaction and work stress can predict employee turnover intention.

Keywords: Job satisfaction, Work Stress, Turnover Intention