

ABSTRAK

This study aims to analyze the Effect of Job Stress on Turnover Intention with Job Satisfaction As an Intervening Variable. The object in this study is the engineering staff of PT. Halyora Powerindo Bantul who works at PT. PLN (Persero) Bantul located on Jl. HOS. Cokro Aminoto No.58, Nyangkringan, Bantul, Kec. Bantul, Bantul, Special Region of Yogyakarta 55711. Sampling used in this study is employees who work in the engineering section of PT. Halyora Powerindo Bantul.

This study uses path analysis. Based on the analysis that has been done, the results show that Job Stress has a significant negative effect on Job Satisfaction. Job Satisfaction has a significant and negative effect on Turnover Intention. And Job Stress has a positive and not significant effect on Turnover Intention. And Job Stress has an indirect effect on Turnover Intention through Job Satisfaction. This research. Managerial implications that can be done is to reduce the stress level of employees and increase employee job satisfaction and create programs for the purpose of suppressing Turnover Intention, such as opportunities for promotion and increasing employee rewards.

Keywords: Job Stress, Job Satisfaction, Turnover Intention