

ABSTRACT

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The Effect of Work Satisfaction, Work Stress and Organizational Commitment to
Turnover Intention of the teachers in SMA Global Islamic School Jakarta

99 + xvi pages, 22 tables , 4 pictures, and 2 appendices

Abstract

The purpose of this study is to determine the effect of work satisfaction, work stress and commitment organizational to turnover intention of the teachers in SMA Global Islamic School both partially and simultaneously. Number of samples used in this study are all teachers of 35 teachers. The method of collecting data by using questionnaire. Data analysis using multiple regression analysis. The results of this research shows that: (1) work satisfaction has negative and significant effect towards turnover intention (2) work stress has positive and significant effect towards turnover intention (3) organizational commitment has negative and significant effect towards turnover intention (4) all variables have significant effect towards turnover intention simultaneously.

Keywords : work satisfaction, work stress, organizational commitment, turnover intention

ABSTRAK

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Pengaruh Kepuasan Kerja, Stres Kerja dan Komitmen Organisasi Terhadap
Turnover Intention Pada Guru di SMA Global Islamic School.

99 + xvi halaman, 22 tabel , 4 gambar, dan 2 lampiran

Abstrak

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh kepuasan kerja, stres kerja dan komitmen organisasi terhadap *turnover intention* pada guru SMA Global Islamic School baik secara parsial maupun secara simultan. Jumlah sampel yang digunakan dalam penelitian ini adalah seluruh guru atau 35 guru. Metode pengumpulan data dengan menggunakan kuesioner. Analisis data menggunakan analisis regresi berganda. Hasil penelitian menunjukkan bahwa: (1) kepuasan kerja memiliki pengaruh negatif dan signifikan terhadap *turnover intention* (2) stres kerja memiliki pengaruh positif dan signifikan terhadap *turnover intention* (3) komitmen organisasi memiliki pengaruh negatif dan signifikan terhadap *turnover intention* (4) secara simultan seluruh variabel memiliki pengaruh yang signifikan terhadap *turnover intention*.

Kata Kunci : Kepuasan Kerja, Stres Kerja, Komitmen Organisasi, *Turnover Intention*