

ABSTRACT

This research is motivated by the condition of the company that is increasingly declining due to several factors including work stress, career development, work it self and turnover intention in the company. So it is necessary to do research to evaluate what is a problem in PT. Delta Dunia Sandang Tekstil Demak. This research tries to find out what factors influence employees to leave the company. Especially the production department employees. The purpose of this study was to analyze the effect of each variable, job stress (SK), career development (PK), on turnover intention (TI) through work it self (WIS) as an intervening variable. In this study data was collected through a questionnaire method on 100 respondents of employees of PT. DDST using a simple random sampling method to find out the responses of respondents to each variable. Then an analysis of the data obtained in the form of qualitative analysis, including validity test, reliability test, multiple linear regression test, t test, determination coefficient test, and sobel test.

The results showed that work stress has a negative and significant effect on work it self, career development has a positive and significant effect on work it self, work stress has a positive and significant effect on turnover intention, career development has a negative and significant effect on turnover intention. As well as work it self variable is proven to mediate work stress and career development through turnover intention.

Keywords: work stress (SK), career development (PK), work it self (WIS), and turnover intention (TI).

ABSTRAK

Penelitian ini dilatarbelakangi oleh kondisi perusahaan yang semakin lama menjadi menurun yang diakibatkan karena beberapa faktor diantaranya stress kerja, pengembangan karir, *work it self* dan *turnover intention* dalam perusahaan. Sehingga perlu dilakukan penelitian guna mengevaluasi apa yang menjadi masalah dalam PT. Delta Dunia Sandang Tekstil Demak. Penelitian ini mencoba mengetahui apa faktor-faktor yang mempengaruhi karyawan untuk keluar dari perusahaan. Khususnya karyawan bagian produksi. Tujuan penelitian ini untuk menganalisis pengaruh masing-masing variabel, stress kerja (SK), pengembangan karir (PK), terhadap *turnover intention* (TI) melalui *work it self* (WIS) sebagai variabel intervening. Dalam penelitian ini data dikumpulkan melalui metode kuesioner terhadap 100 responden karyawan PT. DDST dengan menggunakan metode *simple random sampling* untuk mengetahui tanggapan responden terhadap masing-masing variabel. Kemudian dilakukan analisis terhadap data-data yang diperoleh berupa analisis kualitatif, meliputi uji validitas, uji reliabilitas, uji regresi linear berganda, uji t, uji koefisien determinasi, dan uji sobel test.

Hasil penelitian menunjukkan bahwa stress kerja berpengaruh negatif dan signifikan terhadap *work it self*, pengembangan karir berpengaruh positif dan signifikan terhadap *work it self*, stress kerja berpengaruh positif dan signifikan terhadap *turnover intention*, pengembangan karir berpengaruh negatif dan signifikan terhadap *turnover intention*. Serta variabel *work it self* terbukti memediasi stress kerja dan pengembangan karir terhadap *turnover intention*.

Kata kunci : stress kerja (SK), pengembangan karir (PK), *work it self* (WIS), dan *turnover intention* (TI).