

ABSTRACT

Title :The Effect of Job Stress and Compensation on Turnover Intention through Job Satisfaction as an Intervening Variable Case Study at PT.Pluto Tech Tangerang (Guided by Drs. Sugiyanto, MM)

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Study program: SI Management

This study aims to determine the effect of work stress and compensation on turnover intention through job satisfaction as an intervening variable at PT. Pluto Tech Tangerang. The type of research used is causal associative. This research was conducted at PT. Pluto Tech Tangerang which is engaged in the supplier of refrigerator spare park. The population in this study were 179 employees with a sample of 119 employees using a purposive sampling technique. Analysis of the data used is descriptive analysis, classical assumption test, and path analysis.

The results of this study indicate that job stress has a significant negative effect on job satisfaction, compensation has a significant positive effect on job satisfaction. Then work stress has a significant positive effect on turnover intention and compensation has a significant negative effect on turnover intention. Job stress and compensation have a direct effect without going through job satisfaction and job satisfaction does not affect the relationship between work stress and compensation for turnover intention.

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