

ABSTRACT

The purpose of this research is to investigate the effects of work family conflict, work stress, work load and turnover intention. Statement of this problem is how decrease turnover intention.

The samples size of this research is 151 women workers in PT. Bank Negara Indonesia (Persero), Tbk Wilayah Semarang. Data is processed using the Structural Equation Modelling (SEM) which assisted by application program of Analysis of Moment Structure (AMOS) version 18.0. The results show that work family conflict and work load on work stress to impact turnover intention.

According to the analysis, it is concluded as the followings: work family conflict has a positive effect on work stres; work load has a positive effect on work stres; work family conflict has a positive effect on turnover intention; work load has a positive effect on turnover intention and work stres has a not positive effect on turnover intention.

Keyword : Work Family Conflict, Work Stres, Work Load, Turnover Intention