

ABSTRACT

This research aims to determine the effect of Job stress on employee turnover intentions through the mediating variable of job satisfaction. Job stress is a condition where employees feel pressured by their work which can have a negative impact on themselves and the organization. The research was conducted as an effort to retain potential employees and reduce the level of employees who have the intention to move.

This research collects data using a survey method. Data was collected through questionnaires distributed to employees of the Bappeda (Badan Perencanaan Pembangunan Daerah) Kota Semarang and using the SEM-PLS technique (Structural Equation Modelling on Partial Least Squares) to process the primary data that has been collected.

The results of this study show that there is an influence between job stress and job satisfaction but not employee turnover intention. This happens because job satisfaction is a mediating variable between job stress and employee turnover intentions. In this research, job satisfaction can weaken the positive influence of job stress on turnover intention.

Keywords: Job stress, job satisfaction, turnover intention