

ABSTRACT

This research aims to determine and analyze the effect of job stress on turnover intention with job satisfaction as a mediating variable at PT. XYZ in Semarang Regency. The population used in this research is all employees. The number of samples used in this research was 139 respondents with the characteristics of all employees.

Data collection was carried out by distributing questionnaires with questionnaire sample measurements using the Likert Scale. Two (2) hypotheses in this study were tested using a descriptive method with the help of computer software in the form of the SmartPLS program version 3.3.3.

The results of the analysis of statistical tests show that the job stress variable has a significant positive effect on turnover intention. In addition, it is also known that the job satisfaction variable can mediate between stress job stress and turnover intention.

Keywords: Job Stress, Job Satisfaction, Turnover Intention