

ABSTRACT

The high level of turnover intention poses a serious challenge for companies in retaining competent and experienced employees. One of the main causes of increasing turnover intention is excessive job stress and workload, which can lead to emotional exhaustion or burnout. This study aims to analyze the effect of job stress and workload on turnover intention with burnout as a mediating variable among employees of PT Sogeh Bareng Berguna.

This research employs a quantitative approach. The population in this study consists of all permanent employees of PT Sogeh Bareng Berguna, totaling 118 individuals. The data analysis technique utilizes the Structural Equation Modeling (SEM) method with a Partial Least Squares (PLS) approach to examine both the direct and indirect effects among the studied variables.

The research findings reveal that job stress and workload have a positive and significant effect on burnout. Burnout also has a positive and significant effect on turnover intention. Furthermore, burnout is proven to partially mediate the relationship between job stress and turnover intention as well as between workload and turnover intention. Therefore, companies need to pay attention to stress management and the proportional distribution of workloads to minimize the risk of burnout and turnover intention in the workplace.

Keywords: Job Stress, Workload, Burnout, Turnover Intention

