

ABSTRACT

This research was motivated by the problems that occur about turnover in PT. Roda Dunia Abadi. The number of employees who leave the company disrupt company operational activities. This study aims to analyze the effect of pay satisfaction, supervisor support, and job stress on turnover intention at PT. Roda Dunia Abadi.

This study used independent variable such as pay satisfaction, supervisor support, and job stress, and the dependent variable is turnover intention. Populations used in this research is all employees of PT. Roda Dunia Abadi which amount 50 employees. Sampling technique used in this research is total sampling. Data collection method used in this research was a questionnaire. Data were analyzed using multiple linear regression analysis with SPSS.

Based on multiple linear regression analysis, pay satisfaction has negative and significant effect on turnover intention. Supervisor support has negative and significant effect on turnover intention. Job stress has positive and significant effect on turnover intention. Coefficient of determination indicates that turnover intention influenced by pay satisfaction, supervisor support and job stress equal to 76,3%, and the rest 23,7% influenced by other variable outside this research.

Keyword : pay satisfaction, supervisor support, job stress, turnover intention.