

ABSTRACT

The purpose of this research is to investigate the effects of working stress and organizational climate on turnover intention with employee satisfaction being intervening variable. Using these variables, for instance Carmeli and Weisberg (2006), discovered effect working stress and organizational climate toward employee satisfaction to decrease turnover intention.

The study was conducted at Bank Internasional Indonesia, the sample size is about 125 employees who work in marketing department. Data is processed using the Structural Equation Modelling (SEM) which assisted by application program of Analysis of Moment Structure (AMOS) version 16.0.

The results show that working stress has negative significance effect on employee satisfaction and decrease turnover intention and organizational climate has positive significance effect on employee satisfaction and decrease turnover intention. The results from Structural Equation Modelling (SEM) indicated that working stress has positive indirect effect on turnover intention, and organizational climate has negative indirect effect on turnover intention. The effect of working stress on turnover intention is stronger than the effect of organization climate on turnover intention.

Keywords: working stress, organizational climate, employee satisfaction, and turnover intention