

ABSTRACT

PT Taspen KCU Bandung is a company engaged in pension payment program services and old age savings programs. At PT Taspen KCU Bandung there is a phenomena of turnover which is a real form of turnover intention One of the turnover intention factors is that employees have high work stress. Companies must be able to manage employee work stress in order to minimize turnover intention. This study aims to determine the effect of work stress on turnover intention at PT Taspen KCU Bandung.

This research uses quantitative methods, the data analysis used is descriptive analysis and simple linear regression analysis. The sample used in this study were 50 employees of PT Taspen KCU Bandung. The sampling technique used in this study is saturation sampling.

The conclusion is on the highest turnover intention variable on the thinking of quit dimension on the indicator thinking to exit when there are other companies that offer better careers. Whereas the highest work stress variable is in the group or group stressor dimension.

Based on the result that work stress affects turnover intention by 61.3% and the remaining 38.7% is influenced by other variables. The t-test also shows the result that work stress has a significant effect on turnover intention.

Keywords: Job Stress, Turnover, Turnover Intention.