

## ABSTRACT

*Work stress can have a positive effect but if it is excessive it will have a negative impact, especially on employee performance, excessive work stress that is not immediately resolved will cause conflict between individuals or groups within the organization which will reduce overall organizational performance.*

*This study aims to determine how much influence the work stress free variable has on the employee turnover intention of PT. Radio Litasari (Xchannel). To get the magnitude of the influence used descriptive research method, namely a method that describes the research variables with the aim of collecting actual information in detail that describes the symptoms of these variables.*

*The influence between the dependent variable and the independent variable is determined by regression equations with questionnaire data. The questionnaire was made based on the dimensions and indicators of the research variables which were distributed to 100 respondents.*

*After passing the 3 (three) types of data tests, a simple regression equation is determined. The simple regression coefficient states the influence of work stress (X) on employee turnover at PT. Radio Litasari (Xchannel) (Y). To determine whether the results of this study are significant or not, the regression equation is tested by t-test, it turns out that  $t_{count} < t_{table}$  ( $5.697 \geq 1.983$ ).*

*The results of this study are expected to provide strategic input to reduce turnover intensity in companies and provide future research references.*

*Keywords: Work Stress and Turnover*