

ABSTRACT

This study aims to determine the influence of workload and job satisfaction on employee turnover intention at Lintasarta Central Sumatra Area. The phenomenon in this study is the high turnover rate for Lintasarta Central Sumatera Area employees.

This research was carried out by distributing questionnaires, the sample in this study was the entire population using saturated sample, where the questionnaires were distributed to 115 employees at Lintasarta Central Sumatera Area. After the questionnaires were returned, the data was then tested for validity and reliability, then followed by descriptive analysis, hypothesis testing and coefficient of determination.

Simultaneously testing the hypothesis using the F test and Q-Square to find out how much influence workload and job satisfaction have on turnover intention and partially testing the hypothesis using path coefficients, t-statistics and level of significance (p-value) to find out how much workload has an effect on turnover intention and how much job satisfaction has an effect on turnover intention.

Keywords : Workload, Job Satisfaction, Turnover Intention