

ABSTRAK

Darian Kashfitanto 111611133167, Pengaruh Stres Kerja dan *Psychological Contract Breach* terhadap *Turnover intention* pada Karyawan Milenial di BUMN Kota Surabaya, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2020. xvii + 88 halaman + 34 lampiran

Penelitian ini bertujuan untuk menguji apakah terdapat pengaruh Stres Kerja dan Psychological Contract Breach terhadap Turnover intention pada karyawan milenial di BUMN Kota Surabaya. Definisi stres kerja menggunakan teori milik (Karasek, 1979 dalam Sulsky & Smith, 2005), definisi Psychological Contract Breach menggunakan teori (Morrison & Robinson, 1997 dalam Conway & Briner, 2005), sedangkan teori turnover intention menggunakan teori (Mobley dkk, 1978 dalam Tett & Meyer, 1993). Penelitian ini dilakukan pada karyawan BUMN di Kota Surabaya dengan menggunakan kuisioner daring dengan jumlah subjek penelitian sebanyak 100 orang. Analisis data penelitian ini menggunakan analisis regresi berganda dengan program SPSS 22 for windows. Hasil analisis menunjukkan bahwa Hasil pada penelitian ini menunjukkan bahwa stres kerja dan Psychological Contract Breach berpengaruh terhadap turnover intention

Kata kunci : *stres kerja, turnover intention, milenial, Psychological Contract Breach*

ABSTRACT

Darian Kashfitanto 111611133167, The Effect of Work stress and Psychological Contract Breach on Turnover intention on BUMN Millennial Employee in Surabaya City, Undergraduate Thesis, Faculty of Psychology Airlangga University Surabaya, 2020. xvii + 88 pages + 34 appendixes.

This study aimed to discuss whether there are effect of work stress and Psychological Contract Breach of turnover intentions on employee in BUMN in City of Surabaya. The definition of work stress uses the theories of (Karasek, 1979 in Sulsky & Smith, 2005), Psychological Contract Breach uses the theories of (Morrison & Robinson, 1997 in Conway & Briner, 2005), while the theory of turnover intention uses the theory of (Mobley dkk, 1978 in Tett & Meyer, 1993) This research was conducted at a state owned company (BUMN) in the city of surabaya using online questionnaire with a total of 100 subjects. The sampling technique is non probability sampling. Data analysis in this study used multiple regresion analysis using SPSS 22 for windows program, the analysis shows that the result of this study indicate that there was an effect of work stress and Psychological Contract Breach on turnover intention.

Keyword : *work stress, turnover intention, milenial, Psychological Contract Breach*