

## ABSTRAK

Keberhasilan dalam pengelolaan sumber daya manusia memberikan dampak positif terhadap perusahaan. HRD memegang peranan penting untuk mencapai tujuan tersebut. Penelitian ini membahas stres sebagai variabel mediasi antara pengaruh work overload terhadap intention turnover.

Penelitian ini merupakan penelitian kuantitatif dengan menggunakan survey. Data dikumpulkan melalui kuesioner yang telah diisi oleh 40 karyawan swasta. Partial Least Square (PLS) digunakan untuk menganalisis data secara statistik. Hasil penelitian menunjukkan hasil positif hubungan antara work overload dan intention turnover, hubungan positif antara work overload dan stres kerja, hubungan positif antara stres kerja dan intention turnover. Stres kerja memediasi sebagian pengaruh work overload terhadap intention turnover.

Kondisi karyawan bisa dijelaskan secara ringkas dan jelas dalam penelitian ini. Hasil penelitian diperoleh bahwa karyawan mengalami work overload sehingga meningkatkan stres kerja yang berdampak naiknya turnover intention. Dengan mengendalikan beban kerja bisa menurunkan stres kerja karyawan dan menekan intention turnover. Penelitian kedepan dapat menguji efek mediasi dari variabel lain.

Kata kunci: work overload, stres kerja, turnover intention, mediasi

## ABSTRACT

Success in managing human resources has a positive impact for the company. The Human Resources Department (HRD) handed an important role as their job to achieve this goal. This research discussed stress as mediating variable between the effect of work overload against turnover intentions.

This kind of researched is quantitative with using survey method. The data collected through questionnaire that have been filled by 40 manufacture employees manufacture. Partial Least Square (PLS) is used to analyzed data statistically. The result showed a positive state between work overload against intention turnover, a positive state between work stress against intention turnover and the work stress partially mediating the impact of work overload intention turnover.

The employee's condition can be explained concisely and clearly in this research. The results showed that employees experienced work overload, thereby increasing work stress which resulted in increased turnover intention. The next research can study the mediation effect of other variables.

Keywords: work overload, work stress, turnover intention, mediation