

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *Work Stress*, *Job Satisfaction*, *Job Promotion*, dan Intensi *Turnover* terhadap Graha Golf Surabaya.

Dalam penelitian ini peneliti menggunakan metode kuantitatif, analisis regresi linear berganda dan analisis koefisien determinasi dengan bantuan SPSS. Populasi dalam penelitian ini adalah karyawan Graha Golf Surabaya yang berjumlah 60 orang.

Hasil penelitian ini menunjukkan bahwa *Work Stress* berpengaruh positif dan signifikan terhadap Intensi *Turnover* karyawan Graha Golf Surabaya. *Job Satisfaction* berpengaruh positif dan signifikan terhadap Intensi *Turnover* karyawan Graha Golf Surabaya. *Job Promotion* tidak berpengaruh signifikan terhadap Intensi *Turnover* karyawan Graha Golf Surabaya.

Merujuk pada hasil penelitian ini, ada beberapa saran penelitian untuk Graha Golf Surabaya. Hendaknya Graha Golf Surabaya mengurangi stress kerja dalam hal menciptakan komunikasi dengan baik antar karyawan. Meningkatkan kerja sama dengan baik supaya karyawan merasa nyaman dengan pekerjaannya. Dan meningkatkan kesempatan karyawan untuk promosi kenaikan jabatan ke jenjang yang diharapkan serta meningkatkan perusahaan untuk cukup adil dalam memberlakukan promosi jabatan karyawannya.

Kata kunci : *Work Stress*, *Job Satisfaction*, *Job Promotion*, Intensi *Turnover*

ABSTRACT

This research aimed to find out and analyze the effect of work stress, job satisfaction, and job promotion on the employees' turnover intention of Graha Golf Surabaya.

The research was quantitative. Moreover, the population was 60 employees at Graha Golf Surabaya. The data analysis technique used multiple linear regression and determination coefficient analysis with the instrument of SPSS.

The result showed that work stress had a positive and significant effect on the employees' turnover intention of Graha Golf Surabaya. Likewise, job satisfaction had a positive and significant effect on the employees' turnover intention of Graha Golf Surabaya. On the other hand, job promotion had an insignificant effect on the employees' turnover intention of Graha Golf Surabaya.

In line with the research result, there were several suggestions for the management of Graha Golf Surabaya. The management should decrease work stress to create good communication among employees. Furthermore, they had to improve cooperation so that employees feel comfortable with their work. Additionally, the management should improve the employees' opportunities for promotion to the desired level. In other words, they needed to encourage the company to be fair enough in implementing promotions for its employees.

Keywords : Work Stress, Job Satisfaction, Job Promotion, Turnover Intention

I certify that this translation is true and accurate, Prepared by a professional translator. This translation is provided on this day-

7/3/24

M. Faizal S.Pd., M.Pd

Center
Surabaya 60118, Indonesia