

**TESIS**  
**PENGARUH STRES KERJA, IKLIM ORGANISASI DAN *WORK TO***  
***FAMILY CONFLICT* TERHADAP *TURNOVER INTENTION* PADA**  
**KARYAWAN AUTO 2000 BY PASS PADANG**



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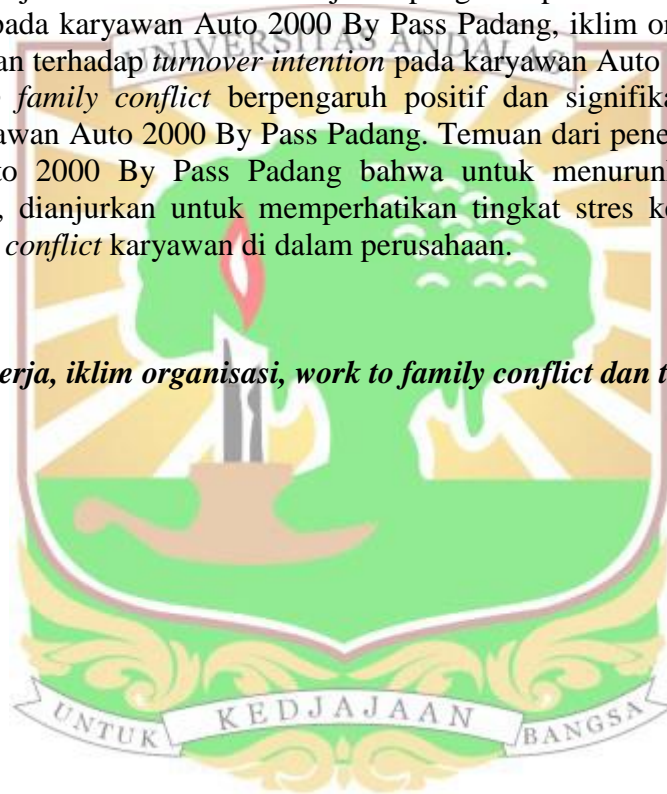
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## **Pengaruh Stres Kerja, Iklim Organisasi dan *Work to Family Conflict* Terhadap *Turnover Intention* Pada Karyawan Auto 2000 By Pass Padang**

### **ABSTRAK**

Penelitian ini bertujuan untuk menguji pengaruh stres kerja, iklim organisasi dan *work to family conflict* terhadap *turnover intention* karyawan. Pengaruh stres kerja terhadap *turnover intention* karyawan, pengaruh iklim organisasi terhadap *turnover intention* karyawan dan pengaruh *work to family conflict* terhadap *turnover intention* karyawan. Responden dari penelitian ini adalah karyawan Auto 2000 By Pass Padang dengan status karyawan tetap dan kontrak. Teknik pengambilan sampel dalam penelitian ini menggunakan metode sampling sensus dengan sampel sebanyak 112 orang karyawan. Data dikumpulkan melalui kuesioner. Hasil analisis menunjukkan bahwa stres kerja berpengaruh positif dan signifikan terhadap *turnover intention* pada karyawan Auto 2000 By Pass Padang, iklim organisasi berpengaruh negatif dan signifikan terhadap *turnover intention* pada karyawan Auto 2000 By Pass Padang sedangkan *work to family conflict* berpengaruh positif dan signifikan terhadap *turnover intention* pada karyawan Auto 2000 By Pass Padang. Temuan dari penelitian ini memberikan implikasi bagi Auto 2000 By Pass Padang bahwa untuk menurunkan tingkat *turnover intention* karyawan, dianjurkan untuk memperhatikan tingkat stres kerja, iklim organisasi serta *work to family conflict* karyawan di dalam perusahaan.

**Kata kunci:** *stres kerja, iklim organisasi, work to family conflict dan turnover intention*



# **INFLUENCES OF WORK STRESS, ORGANIZATION CLIMATE AND WORK TO FAMILY CONFLICT ON EMPLOYEES TURNOVER INTENTION AUTO 2000 BY PASS PADANG**

## **ABSTRAK**

This study aims to examine the effect of work stress, organizational climate and work to family conflict on employee intent turnover. Effect of work stress on turnover intention employees, organizational climate influence on turnover intention employees and work to family conflict influence to turnover intention employees. Respondens from this research are employees Auto 2000 By Pass Padang with status of permanent employees and contract. The sampling technique in this study used a cencus sampling method with a sample of 112 employees. Employed data collected through questionnaires. The result showed that work stress positively and significantly affect the turnover intention on employees Auto 2000 By Pass Padang. Organization climate has a negative and significant impact on turnover intention on employees Auto 2000 By Pass Padang while work to family conflict positively and significantly to the turnover intention on employees Auto 2000 By Pass Padang. The findings of this study have implications for Auto 2000 By Pass Padang that to decrease turnover intention employees rate, it is recommended to pay attention to the level of work stress, organizational climate and work to family conflict employees within the company.

**Kata kunci:** *work stress, organizational climate, work to family conflict and turnover intention*

