

**THE INFLUENCE OF JOB STRESS AND JOB SATISFACTION ON
TURNOVER INTENTION WITH ORGANIZATIONAL COMMITMENT
AS MEDIATING VARIABLE:**

Study in Four Stars Hotel Employees in Padang

THESIS

Thesis Proposal is submitted as Partial of the Requirement for a Bachelor Degree
in Management Department – Faculty of Economic



Submitted by:

Chyntia Mellini

1610521056

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UNIVERSITAS ANDALAS

PADANG

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Alumni Number at University	Chyntia Mellini	Alumni Number at Faculty
a) Place/Date of Birth: Padang/25 May 1998, b) Parent's Name: Hasan Basri (Alm) and Erna Yetti, c) Faculty: Economic, d) Major: International Management, e) Student Number: 1610521056, f) Graduation Date: June 30th, 2020, g) Grade: With Compliment, h) GPA: 3.56, i) Length of Study: 3 years 10 months, j) Parent's Address: Jalan Raya Ampang No. 21 RT 003 RW 003 Kelurahan Ampang Kecamatan Kuranji, Padang, Sumatera Barat, 25154.		

THE INFLUENCE OF JOB STRESS AND JOB SATISFACTION ON TURNOVER INTENTION WITH ORGANIZATIONAL COMMITMENT AS MEDIATING VARIABLE: STUDY IN FOUR STARS HOTEL EMPLOYEES IN PADANG

*Bachelor Thesis by: Chyntia Mellini
Supervisor: Dr. Harif Amali Rivai, SE, M.Si*

ABSTRACT

The purpose of this research is to determine the influence of job stress, job satisfaction, organizational commitment on turnover intention. The design of this research is explanatory research with quantitative approach. The population in this study are amounted to 796 contract employees with sampling technique by using the Slovin's formula. Then, the sample in this research are 100 employees of four stars hotel in Padang which are randomly chosen to fulfill the instrument. Based on the result of the data analysis, it reveals that job stress negatively and not significant affects on employees' turnover intention, job satisfaction positively significant affects on employees' turnover intention, job stress negatively and not significant affects on organizational commitment, job satisfaction positively significant affects on organizational commitment, organizational commitment positively significant affects on employees' turnover intention, job stress not affect employees' turnover intention through organizational commitment, and job stress affect employees' turnover intention through organizational commitment. Through this result, the further researcher can use as a reference that can be developed as well as adding other variables with techniques or deep approaches to make it worthwhile.

Keywords: Job Stress, Job Satisfaction, Organizational Commitment, Turnover Intention.

This thesis already examined and passed on July, 9th 2019. This abstract already approved by supervisor and examiners:

Signature	1.	2.	3.
Name	Dr. Yuliharsi, SE, MBA	Hendra Lukito, SE, MM, PhD	Dr. Harif Amali Rivai, SE, M.Si

Acknowledgement,
Head of Management Department

Dr. Verinita, SE, M.Si
NIP. 197208262003122004



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