

ABSTRAK

Dewi, Ayu Windya Dewi AM, Pengaruh Beban Kerja, Lingkungan Kerja dan Kepuasan Kerja terhadap *Turnover Intention* Karyawan Pada PT. Varash Saddam Nusantara, Singaraja, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha, 2025.

Penelitian ini bertujuan untuk menganalisis pengaruh beban kerja, lingkungan kerja, dan kepuasan kerja terhadap turnover intention karyawan pada PT Varash Saddam Nusantara. Penelitian ini dilatarbelakangi oleh meningkatnya *turnover* karyawan dalam tiga tahun terakhir meskipun perusahaan terus mengalami pertumbuhan dan ekspansi. Metode yang digunakan adalah kuantitatif dan data dikumpulkan melalui kuesioner terhadap 105 responden. Analisis data dilakukan dengan regresi linier berganda dan regresi moderasi menggunakan SPSS. Hasil penelitian menunjukkan bahwa beban kerja berpengaruh positif dan signifikan terhadap turnover intention, lingkungan kerja berpengaruh positif terhadap kepuasan kerja, dan kepuasan kerja berpengaruh negatif terhadap turnover intention. Namun, kepuasan kerja tidak memoderasi pengaruh beban kerja dan lingkungan kerja terhadap turnover intention.

Kata kunci: beban kerja, lingkungan kerja, kepuasan kerja, turnover intention, moderasi.



ABSTRACT

Dewi, Ayu Windya Dewi AM. *The Effect of Workload, Work Environment, and Job Satisfaction on Employees' Turnover Intention at PT. Varash Saddan Nusantara. Singaraja: Management Science, Postgraduate Program, Ganesha University of Education, 2025.*

This study aims to analyze the effect of workload, work environment, and job satisfaction on employee turnover intention at PT Varash Saddan Nusantara. The research was motivated by a noticeable increase in employee turnover within the past three years, despite the company's consistent growth and expansion. Observations and informal interviews revealed that several factors contributed to this phenomenon, including excessive workload, overlapping deadlines, inconsistent task revisions, and limited cooperation among team members. The study used a quantitative approach with a causality research design. Data were collected through questionnaires distributed to 105 employees. The data were analyzed using multiple linear regression and moderation regression analysis. The results showed that workload had a significant positive effect on turnover intention, indicating that higher workloads tend to increase employees' desire to leave the company. The work environment had a significant positive effect on job satisfaction, while job satisfaction had a significant negative effect on turnover intention, meaning satisfied employees were less likely to resign. However, job satisfaction did not moderate the relationship between workload and turnover intention, nor between work environment and turnover intention. These findings highlight the importance of managing workload effectively and improving the work environment to enhance employee satisfaction and reduce turnover intention.

