

ABSTRACT

This study aims to determine the effect of work stress and work environment on employee turnover intention at PT Parkland world indonesia 2 serang. The research method used is descriptive and verification method with a total sample of 106 respondents. The data analysis used is multiple linear regression, multiple correlation and coefficient of determination.

The results showed that there was a positive and significant influence between work stress and work environment on turnover intention. The magnitude of the effect of work stress and environment on employee turnover intention simultaneously is 72,0% and the remaining 28,0% is influenced by other variables not examined. Partially the magnitude of the influence work stress on employee turnover intention is 27,0% and the influence of work environment on employee turnover intention is 68.9%, so it can be concluded that work environment has the greatest influence on employee turnover intention.

Keywords: work stress, work environment and turnover intention