

ABSTRACT

This research was conducted based on the phenomenon that occurred at PT. Interior Design Indo Bandung. PT. Interior Design Indo Bandung is a company engaged in interior design. In this research, problems were found in employee turnover intention at PT. Interior Design Indo Bandung , the problem of this research is the high rate of employee turnover intention is caused by high workload and low employee job satisfaction. The study refers to determine how the effect of workload and job satisfaction on employee turnover intention at PT. Interior Design Indo Bandung. The research method used is descriptive and verification methods. The sampling technique used is saturation sampling with a sample of 50 respondents. Data collection techniques used are field research and library research. The data analysis method used is multiple linear regression analysis, multiple correlation analysis, and coefficient of determination analysis. The results showed that there was a positive and significant effect between job satisfaction and job stress on employee turnover intention at PT. Interior Design Indo Bandung. The magnitude of the influence of workload and job satisfaction on employee turnover intention at PT. Interior Design Indo Bandung simultaneously is 73,8%. While partially the effect of workload on turnover intention is 68,4% and the effect of job satisfaction on turnover intention is 5,40%.

Keywords: Workload, Job Satisfaction, and Turnover Intention