

ABSTRACT

This study aims to determine the effect of work environment and job stress on employee turnover intention at PT Loka Karya Inovasi Bersama (JUBELO) Bandung. In this research, the work environment and job stress are considered factors that are suspected to influence employee performance. The study is based on employee performance appraisal data at PT Loka Karya Inovasi Bersama (JUBELO) Bandung. The methods used in this research are descriptive and verification analysis. The sampling technique applied is non-probability sampling (saturated sampling), with a total of 93 respondents. Data collection techniques include observation, interviews, and questionnaire distribution. Instrument testing involves validity and reliability tests. The data analysis methods used include multiple linear regression, multiple correlation, coefficient of determination, and hypothesis testing. The results of the study using these methods indicate that there is an effect both partially and simultaneously. The findings show that the influence of the work environment on turnover intention is 37.1%. Meanwhile, job stress has an effect on turnover intention amounting to 37.8%. Simultaneously, the influence of the work environment and job stress on turnover intention at PT Loka Karya Inovasi Bersama (JUBELO) Bandung is 74.9%, while the remaining 25.1% is influenced by other factors not examined in this study.

Keywords : Work Environment, Job Stress, Turonver Intention