PLAGIAT MERUPAKAN TINDAKAN TIDAK TERPUJI

ABSTRAK

PENGARUH WORLOAD, WORKSTRESS DAN PERSONAL RESOURCES TERHADAP TURNOVER INTENTION DENGAN WORKPLACE WELLBEING SEBAGAI VARIABEL MEDIASI STUDI PADA KARYAWAN PT. YEKATRIA FARMA

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Penelitian ini bertujuan untuk menganalisis: (1) pengaruh langsung *workload* terhadap *turnover intention*, (2) pengaruh langsung *workstress* terhadap *turnover intention*, (3) pengaruh langsung *personal resources* terhadap *turnover intention*, (4) pengaruh *workload* terhadap *turnover intention* dengan dimediasi oleh *workplace well-being*, (5) pengaruh *workstress* terhadap *turnover intention* dengan dimediasi oleh *workplace well-being*, serta (6) pengaruh *personal resources* terhadap *turnover intention* dengan dimediasi oleh *workplace well-being*. Populasi dalam penelitian ini adalah karyawan tetap PT. Yekatria Farma. Teknik pengambilan sampel menggunakan metode *nonprobability sampling* dengan pendekatan insidental. Jumlah sampel yang digunakan dalam penelitian ini adalah 109 responden. Data diperoleh melalui penyebaran kuesioner secara *online* menggunakan *Google Form.* Teknik analisis data yang digunakan dalam penelitian ini adalah *Structural Equation Modeling* (SEM) berbasis *Partial Least Squares* (PLS) dengan *software* SmartPLS. Hasil penelitian menunjukkan bahwa: (1) *workload* berpengaruh terhadap *turnover intention*, (2) *workstress* terhadap *turnover intention*, (3) *personal resources* berpengaruh terhadap *turnover intention*, (4) *workload* berpengaruh terhadap *turnover intention* dengan dimediasi sebagian *(complementary-partial mediation)* oleh *workplace wellbeing*, (5) *workstress* berpengaruh terhadap *turnover intention* dengan dimediasi sebagian *(complementary-partial mediation)* oleh *workplace wellbeing* (6) *personal resources* berpengaruh terhadap *turnover intention* dengan dimediasi sebagian *(complementary-partial mediation)* oleh *workplace wellbeing.*

Kata Kunci: *Workload, Workstress, Personal Resources, Workplace Well-being, Turnover Intention.*

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ABSTRACT

THE INFLUENCE OF WORKLOAD, WORK STRESS, AND PERSONAL RESOURCES ON TURNOVER INTENTION WITH WORKPLACE WELL-BEING AS A MEDIATING VARIABLE A STUDY OF EMPLOYEES AT PT YEKATRIA FARMA

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This study aims to analyze: (1) the direct effect of workload on turnover intention, (2) the direct effect of workstress on turnover intention, (3) the direct effect of personal resources on turnover intention, (4) the effect of workload on turnover intention mediated by workplace well-being, (5) the effect of workstress on turnover intention mediated by workplace well-being, and (6) the effect of personal resources on turnover intention mediated by workplace well-being. The population in this study consists of permanent employees of PT. Yekatria Farma. The sampling technique employed a non-probability sampling method with an incidental sampling approach. The sample size used in this study is 109 respondents. Data were gathered through the distribution of online questionnaires using Google Forms. The data analysis technique utilized in this study is Structural Equation Modeling (SEM) based on Partial Least Squares (PLS) with the assistance of SmartPLS 4 software The results of the study indicate that: (1) workload has a direct effect on turnover intention, (2) workstress has a direct effect on turnover intention, (3) personal resources have a direct effect on turnover intention, (4) workload affects turnover intention with partial mediation (complementary-partial mediation) by workplace well-being, (5) workstress affects turnover intention with partial mediation (complementary-partial mediation) by workplace well-being, and (6) personal resources affect turnover intention with partial mediation (complementary-partial mediation) by workplace well-being.

Keywords: Workload, Workstress, Personal Resources, Workplace Well-being, Turnover Intention.