

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *Workplace Bullying* dan Stress Kerja terhadap *Turnover Intention*. Obyek dari peneliti ini adalah pegawai PT. Solid Gold Berjangka Kota Semarang. Total responden yang dilibatkan sebanyak 70 responden. Teknik pengambilan sampel dalam penelitian ini memakai *sensus sampling* atau sampel *jenuh*. Pengambilan data menggunakan data primer dan memakai metode kuesioner ataupun data analisis. Pengolahan data yang dipakai adalah uji model dan uji hipotesis. Uji model terdiri dari koefisien determinasi (*Adjusted R Square*) dan uji F. Alat analisis yang digunakan adalah *IBM SPSS Statistics 25*. Hasil uji model menunjukkan variabel *Workplace Bullying* (X1) dan Stress Kerja (X2) secara simultan berpengaruh terhadap *turnover intention* (Y). Sedangkan hasil uji hipotesis secara individu menunjukkan variabel *Workplace Bullying* (X1) berpengaruh positif dan signifikan terhadap *Turnover Intention* (Y) dan variabel Stress Kerja (X2) bererperngaruh positif dan signifikan terhadap *Turnover Intention* (Y).

Kata Kunci : *Workplace Bullying, Work Stress, Turnover Intention*

ABSTRACT

This study aims to examine the effect of Workplace Bullying and Work Stress on Turnover Intention. The object of this research is the employees of PT. Solid Gold Futures Semarang City. The total respondents involved were 70 respondents. The sampling technique in this study used census sampling or saturated samples. Collecting data using primary data and using a questionnaire method or data analysis. The data processing used is model testing and hypothesis testing. The model test consists of the coefficient of determination (Adjusted R Square) and the F test. The analytical tool used is IBM SPSS Statistics 25. The results of the model test show that the variables Workplace Bullying (X1) and Work Stress (X2) simultaneously towards turnover intention (Y). While the results of individual hypothesis testing show that the Workplace Bullying variable (X1) has a positive and significant effect on Turnover Intention (Y) and the Work Stress variable (X2) has a positive and significant impact on Turnover Intention (Y).

Keyword: Workplace Bullying, Work Stress, Turnover Intention