

**PENGARUH *JOB EMBEDDEDNESS*, KOMITMEN
ORGANISASI, DAN STRES KERJA TERHADAP *TURNOVER
INTENTION* PADA WAROENG SPESIAL SAMBAL
YOGYAKARTA**

ABSTRAK

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Tujuan penelitian ini untuk mengetahui pengaruh *job embeddedness*, komitmen organisasi, dan stres kerja terhadap *turnover intention* pada Waroeng Spesial Sambal Yogyakarta. Penelitian dilakukan pada karyawan di Waroeng Spesial Sambal Yogyakarta dengan jumlah responden sebanyak 98 karyawan. Responden penelitian ini ditentukan dengan metode *non probability sampling purposive sampling*. Pengumpulan data dilakukan dengan penyebaran kuesioner dengan menggunakan skala *Likert 5* poin untuk mengukur 36 item pernyataan. Teknik analisis data yang digunakan adalah teknik analisis regresi linier berganda. Hasil pengujian mendapatkan *job embeddedness* berpengaruh negatif dan signifikan terhadap *turnover intention*, komitmen organisasi berpengaruh tidak signifikan terhadap *turnover intention*, stres kerja berpengaruh positif dan signifikan terhadap *turnover intention*, serta *job embeddedness*, komitmen organisasi, dan stres kerja berpengaruh secara simultan terhadap *turnover intention*.

Kata Kunci : *job embeddedness*, komitmen organisasi, stres kerja, *turnover intention*

***THE EFFECT OF JOB EMBEDDEDNESS,
ORGANIZATIONAL COMMITMENT, AND WORK STRESS ON TURNOVER
INTENTION IN WAROENG SPESIAL SAMBAL YOGYAKARTA***

ABSTRACT

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The purpose of this study was to determine the effect of job embedness, organizational commitment, and work stress on turnover intention in Waroeng Special Sambal Yogyakarta. The study was conducted on employees in Waroeng Special Sambal Yogyakarta with 98 respondents. The respondents of this study were determined by the purposive sampling non probability sampling method. Data collection was carried out by distributing questionnaires using a 5-point Likert scale to measure 36 statement items. The data analysis technique used is multiple linear regression analysis techniques. The test results get job embedness negative and significant effect on turnover intention, organizational commitment has no significant effect on turnover intention, work stress has a positive and significant effect on turnover intention, as well as job embedness, organizational commitment, and work stress simultaneously affect turnover intention.

Keywords: job embeddedness, organizational commitment, work stress, turnover intention