ABSTRAK

Christiant Eka Wiratama (51422120201). PENGARUH PENEMPATAN DAN BEBAN KERJA TERHADAP *TURNOVER INTENTION* PT MEGA AKBAR SUPERINDO. 2025. Tesis.

Masalah *turnover intention* sering kali terjadi di dalam suatu perusahaan, seiring dengan kemajuan perusahaan tersebut maka timbulah berbagai macam masalah yang terkait dengan sumber daya manusia yang ada dalam perusahaan diantaranya faktor penempatan dan beban kerja. Penelitian ini bertujuan untuk mengetahui pengaruh penempatan dan beban kerja terhadap *turnover intention* pada PT Mega Akbar Superindo.

Metode penelitian yang digunakan yaitu penelitian asosiatif kuantitatif. Jumlah sampel sebanyak 96 orang responden dengan teknik sampel jenuh. Sumber data penelitian diantaranya melalui penyebaran kuesioner. Teknik analisis data menggunakan uji regresi linier berganda, uji korelasi, uji koefisien determinasi dan uji hipotesis.

Hasil penelitian analisis dekriptif menunjukkan penempatan kerja sudah baik, beban kerja cukup tinggi dan *turnover intention* tinggi. Hasil uji verifikatif bahwa penempatan berpengaruh positif terhadap *turnover intention* dan beban kerja berpengaruh negatif terhadap *turnover intention*.

Kata kunci: Penempatan, Beban Kerja, *Turnover Intention*.

ABSTRACT

Christiant Eka Wiratama (51422120201). ***THE EFFECT OF PLACEMENT AND WORKLOAD ON TURNOVER INTENTION AT*** **PT MEGA AKBAR SUPERINDO. 2025. Thesis.**

Turnover Intention issues frequently occur within companies. As companies progress, various issues related to human resources arise, including placement and workload factors. This study aims to determine the effect of placement and workload on Turnover Intention at PT Mega Akbar Superindo.

The research method used was quantitative associative research. The sample size was 96 respondents using a saturated sampling technique. Data sources included questionnaires. Data analysis techniques used were multiple linear regression, correlation, coefficient of determination, and hypothesis testing.

The results of the descriptive analysis showed that job placement was good, workload was quite high, and Turnover Intention was high. The results of the verification test showed that placement had a positive effect on Turnover Intention, while workload had a negative effect on Turnover Intention.

Keywords: Placement, Workload, Turnover Intention.