

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui gaya kepemimpinan, lingkungan kerja dan *turnover intention* karyawan PT. Dhanar Mas Concern serta untuk mengetahui seberapa besar pengaruh gaya kepemimpinan dan lingkungan kerja terhadap *turnover intention* karyawan PT. Dhanar Mas Concern.

Metode penelitian yang digunakan yaitu metode deskriptif-verifikatif. Sampel dalam penelitian ini adalah karyawan PT. Dhanar Mas Concern yaitu sebanyak 96 responden. Teknik yang digunakan dalam pengambilan sampel adalah *non probability sampling* dengan teknik *accidental sampling*. Pengolahan data dilakukan dengan uji asumsi klasik, analisis koefisien korelasi, analisis koefisien determinasi, dan pengujian hipotesis (Uji t dan F).

Berdasarkan hasil penelitian dapat disimpulkan bahwa tidak terdapat pengaruh signifikan antara gaya kepemimpinan terhadap karyawan PT. Dhanar Mas Concern. Tidak terdapat pengaruh signifikan antara lingkungan kerja terhadap *turnover intention* karyawan PT. Dhanar Mas Concern dan tidak terdapat pengaruh signifikan antara gaya kepemimpinan dan lingkungan kerja secara simultan terhadap *turnover intention karyawan* PT. Dhanar Mas Concern, sedangkan sisanya dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

Kata Kunci: Gaya Kepemimpinan, Lingkungan Kerja, *Turnover intention*, Niat Berpindah.

## **ABSTRACT**

*This study aims to determine the leadership style, work environment and turnover intention employees of PT. Dhanar Mas Concern and as well to find out how big the influence of the leadership style and work environment to the turnover intention employees of PT. Dhanar Mas Concern.*

*Research method used is descriptive-verification method. The sample in this research are the employees of PT. Dhanar Mas Concern as much as 96 respondents. The technique used in sampling is non probability sampling with accidental sampling technique. The data processing is done by classical assumption test, correlation coefficient analysis, coefficient of determination analysis, and hypothesis testing (t and F test).*

*Based on the research results can be concluded that there is no significant influence between the leadership style to the turnover intention employees of PT. Dhanar Mas Concern. There is no significant influence between work environment to the turnover intention employees of PT. Dhanar Mas Concern and there is no significant influence between leadership style and work environment simultaneously to the turnover intention employees of PT. Dhanar Mas Concern, while the rest is influenced by variable outside this research.*

*Keywords:* Leadership Style, Work Environment, Turnover intention.