

PENGARUH BEBAN KERJA TERHADAP *TURNOVER INTENTION* PADA KARYAWAN DEPARTEMEN PRODUKSI PT. EXEDY MANUFACTURING INDONESIA

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ABSTRAK

Beban kerja yang tinggi dapat menyebabkan penurunan kinerja karyawan dan mempengaruhi tingkat *turnover* karyawan di perusahaan. Penelitian ini bertujuan untuk mengetahui pengaruh beban kerja terhadap *turnover intention* pada karyawan PT. EXEDY Manufacturing Indonesia. Penelitian dilakukan dengan metode kuantitatif, desain asosiatif kausal. Populasi merupakan 250 karyawan Departemen Produksi PT. EXEDY Manufacturing Indonesia dengan jumlah sampel sebanyak 146 karyawan. Sampel diambil dengan menggunakan teknik *quota sampling*. Analisis data dilakukan dengan uji regresi linear sederhana. Hasil penelitian menunjukkan ada pengaruh beban kerja terhadap *turnover intention* pada karyawan PT. EXEDY Manufacturing Indonesia dengan nilai nilai sig. $0.000 < 0.05$. Beban kerja memiliki pengaruh sebesar 42,1% terhadap *turnover intention* dan sisanya dipengaruhi oleh variabel lain yang tidak diteliti. Terdapat perbedaan antara situasi perusahaan dengan hasil penelitian. Hasil penelitian menunjukkan *turnover intention* dan beban kerja yang rendah pada mayoritas responden, hal tersebut terjadi akibat adanya bias dalam pengisian skala penelitian.

Kata Kunci: beban kerja, *turnover intention*.

**THE EFFECT OF WORKLOADS ON TURNOVER INTENTION IN
EMPLOYEES OF THE PRODUCTION DEPARTEMENT OF PT. EXEDY
MANUFACTURING INDONESIA**

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ABSTRACT

A high workload can cause a decrease in employee performance and affect employee turnover rates in the company. This study aims to determine the effect of workload on turnover intention of employees of PT. EXEDY Manufacturing Indonesia. The research was conducted with quantitative methods, causal associative design. The population is 250 employees of the Production Department of PT. EXEDY Manufacturing Indonesia with a total sample of 146 employees. Samples were taken using quota sampling technique. Data analysis was performed by a simple linear regression test. The results showed that there was an effect of workload on turnover intention of employees of PT. EXEDY Manufacturing Indonesia with sig. $0.000 < 0.05$. Workload has an influence of 42.1% on turnover intention and the rest is influenced by other variables not examined. There is a difference between the company situation and the research results. The results showed that turnover intention and workload were low in the majority of respondents. This was due to a bias in filling out the research scale.

Keywords: workloads, turnover intention.



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