

## ABSTRAK

### **Pengaruh *Workload* dan *Job satisfaction* Terhadap *Intention to stay* pada Karyawan di KSPPS Baytul Ikhtiar**

Permasalahan yang terjadi adalah masih tingginya *turnover* karyawan yang masih mencapai angka sebesar 14%. Penelitian ini bertujuan untuk mengetahui gambaran dan seberapa besar pengaruh *Workload* dan *Job satisfaction* terhadap *Intention to stay* pada karyawan di KSPPS Baytul Ikhtiar secara parsial maupun simultan. Penelitian ini menggunakan metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang digunakan pada penelitian ini adalah karyawan dari setiap cabang yang berjumlah 328 orang yang ditentukan menggunakan rumus Slovin dengan hasil sebanyak 80 orang responden. Teknik pengambilan sampel yang digunakan teknik *non probability sampling, purposive sampling*. Berdasarkan hasil penelitian diperoleh bahwa *workload* termasuk dalam kategori cukup tinggi, *Job satisfaction* dan *Intention to stay* berada pada kategori rendah. Berdasarkan hasil uji determinasi diperoleh bahwa *workload* berpengaruh sebesar 34,5% terhadap *Intention to stay*, *Job satisfaction* berpengaruh sebesar 47% terhadap *Intention to stay* dan pengaruh uji determinasi *workload* dan *Job satisfaction* berpengaruh sebesar 48,6% terhadap *Intention to stay*. Hasil penelitian secara parsial menunjukkan *workload* berpengaruh terhadap *Intention to stay*, dan *Job satisfaction* berpengaruh terhadap *Intention to stay*. Secara simultan *workload* dan *Job satisfaction* berpengaruh positif dan signifikan terhadap *Intention to stay* pada karyawan.

**Kata kunci:** *workload, Job satisfaction, Intention to stay* karyawan KSPPS Baytul Ikhtiar

## **ABSTRACT**

### ***The Effect of Workload and Job satisfaction on The Intention to stay of Employees at KSPPS Baytul Ikhtiar***

*The problem that occurs is the high employee turnover which still reaches 14%. This study aims to determine the description and how much influence Workload and Job satisfaction have on Intention to stay for employees at KSPPS Baytul Ikhtiar partially or simultaneously. This research uses descriptive and verification methods with a quantitative approach. The population used in this study were employees from each branch, totaling 328 people who were determined using the Slovin formula with a result of 80 respondents. The sampling technique used is non-probability sampling technique, purposive sampling. Based on the results of the study, it was found that workload was included in the fairly high category, Job satisfaction and Intention to stay were in the low category. Based on the results of the determination test, it was found that workload had an effect of 34.5% on Intention to stay, Job satisfaction had an effect of 47% on Intention to stay and the influence of the determination test of workload and Job satisfaction had an effect of 48.6% on Intention to stay. The results of the study partially show that workload has an effect on Intention to stay, and Job satisfaction has an effect on Intention to stay. Simultaneously workload and Job satisfaction have a positive and significant effect on the Intention to stay on employees.*

**Keywords:** workload, Job satisfaction, Intention to stay KSPPS Baytul Ikhtiar employees