

**PENGARUH DISIPLIN KERJA DAN BEBAN KERJA TERHADAP
TURNOVER INTENTION PADA KARYAWAN GRAND HOTEL PREANGER**

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ABSTRAK

Tingginya tingkat *turnover* pada karyawan Grand Hotel Preanger .Pada penelitian ini bertujuan untuk mengetahui gambaran mengenai variabel Disiplin Kerja , Beban Kerja dan *Turnover Intention* pada karyawan Grand Hotel Preanger baik secara parsial maupun simultan. Metode yang digunakan dalam penelitian ini adalah deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang digunakan pada penelitian ini adalah Karyawan Grand Hotel Preanger sebanyak 83 orang responden dengan menggunakan teknik *non probability sampling* yaitu teknik pengambilan sampel jenuh . Berdasarkan hasil yang diperoleh bahwa gambaran responden mengenai disiplin kerja termasuk dalam kategori rendah, beban kerja dan *Turnover Intention* termasuk dalam kategori tinggi. Berdasarkan hasil pengujian determinasi diperoleh bahwa disiplin kerja tidak berpengaruh sebesar 21,1% terhadap *Turnover Intention*, beban kerja berpengaruh sebesar 40,8% terhadap *Turnover Intention*. disiplin kerja dan beban kerja berpengaruh sebesar 15,4% terhadap *Turnover Intention*. Berdasarkan hasil pengujian hipotesis secara parsial menunjukan disiplin kerja tidak berpengaruh terhadap *Turnover Intention*, beban kerja berpengaruh positif terhadap *Turnover Intention* Berdasarkan hasil pengujian hipotesis secara simultan disiplin kerja dan beban kerja terhadap *Turnover Intention*.

Kata Kunci : Disiplin Kerja, Beban Kerja, *Turnover Intention*, Grand Hotel Preanger

**THE EFFECT OF WORK DISCIPLINE AND WORKLOAD ON TURNOVER
INTENTION IN GRAND HOTEL PREANGER EMPLOYEES**

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ABSTRACT

The high turnover rate in Grand Hotel Preanger employees. This study aims to find out an overview of the variables of Work Discipline, Workload and Turnover Intention in Grand Hotel Preanger employees both partially and simultaneously. The methods used in this study are descriptive and verifiable with a quantitative approach. The population used in this study was 83 employees of the Grand Hotel Preanger using a non-probability sampling technique, namely a saturated sampling technique. Based on the results obtained, the respondents' description of work discipline was included in the low category, workload and Turnover Intention were included in the high category. Based on the results of the determination test, it was obtained that work discipline had no effect of 21.1% on Turnover Intention, workload had an effect of 40.8% on Turnover Intention. work discipline and workload had an effect of 15.4% on Turnover Intention. Based on the results of hypothesis testing, it partially shows that work discipline has no effect on Turnover Intention, workload has a positive effect on Turnover Intention Based on the results of simultaneous hypothesis testing, work discipline and workload have a positive effect on Turnover Intention.

Keywords: Work Discipline, Workload, Turnover Intention, Grand Hotel Preanger