

“PENGARUH *ORGANIZATIONAL COMMITMENT* DAN *JOB STRESS* TERHADAP *TURNOVER INTENTION* PADA KARYAWAN DIVISI *BUILDING MANAGEMENT* BANK CIMB NIAGA BANDUNG”

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui gambaran mengenai *Organizational Commitment*, *Job Stress* dan *Turnover Intention* serta mencari besaran pengaruh *Organizational Commitment* dan *Job Stress* terhadap *Turnover Intention* pada karyawan Divisi *Building Management* Bank Cimb Niaga Bandung 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 seluruh karyawan Divisi *Building Management* Bank Cimb Niaga Bandung berjumlah 45 orang responden dengan menggunakan teknik *non probability sampling* yaitu teknik pengambilan *sampling* jenuh. Berdasarkan hasil yang diperoleh bahwa gambaran responden mengenai *Organizational Commitment* dan *Turnover Intention* termasuk dalam kategori cukup rendah, *Job Stress* termasuk dalam kategori tinggi. *Organizational Commitment* berpengaruh sebesar 29,6% terhadap *Turnover Intention*, *Job Stress* berpengaruh sebesar 46,4% terhadap *Turnover Intention*. *Organizational Commitment* dan *Job Stress* berpengaruh sebesar 52,2% terhadap *Turnover Intention*. Berdasarkan hasil pengujian hipotesis secara parsial menunjukan *Organizational Commitment* berpengaruh terhadap *Turnover Intention*, *Job Stress* berpengaruh terhadap *Turnover Intention*,. Berdasarkan hasil pengujian hipotesis secara simultan *Organizational Commitment* dan *Job Stress* berpengaruh terhadap *Turnover Intention*.

Kata Kunci : *Organizational Commitment*, *Job Stress*, *Turnover Intention*, Bank Cimb Niaga Bandung

***“THE EFFECT OF ORGANIZATIONAL COMMITMENT AND WORK
STRESS ON EMPLOYEES’ TURNOVER INTENTION OF BUILDING
MANAGEMENT DIVISION OF BANK CIMB NIAGA BANDUNG”***

ABSTRACT

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This study aims to determine the description of Organizational Commitment, Job Stress and Turnover Intention and to find the magnitude of the influence of Organizational Commitment and Job Stress on Turnover Intention on employees of the Building Management Division of Bank Cimb Niaga Bandung, both partially and simultaneously. The method used in this study is descriptive and verification with a quantitative approach. The population used in this study were all employees of the Building Management Division of Bank Cimb Niaga Bandung, totaling 45 respondents using a non-probability sampling technique, namely a saturated sampling technique. Based on the results obtained, the description of respondents regarding Organizational Commitment and Turnover Intention is included in the fairly low category, Job Stress is included in the high category. Organizational Commitment has an effect of 29.6% on Turnover Intention, Job Stress has an effect of 46.4% on Turnover Intention. Organizational Commitment and Job Stress have an effect of 52.2% on Turnover Intention. Based on the results of partial hypothesis testing, it shows that Organizational Commitment has an effect on Turnover Intention, Job Stress has an effect on Turnover Intention. Based on the results of simultaneous hypothesis testing, Organizational Commitment and Job Stress have an effect on Turnover Intention.

Keywords: Organizational Commitment, Work Stress, Turnover Intention, Bank Cimb Niaga Bandung