

**PENGARUH PENGEMBANGAN KARIER DAN BEBAN KERJA TERHADAP
TURNOVER INTENTION PADA KARYAWAN PT LOTTE SHOPPING
INDONESIA (STORE 05 BANDUNG)**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui gambaran serta besaran pengaruh terkait dengan pengembangan karier, beban kerja dan *turnover intention* pada PT Lotte Shopping Indonesia (Store 05 Bandung). Penelitian ini menggunakan metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang diteliti adalah seluruh karyawan PT Lotte Shopping Indonesia (Store 05 Bandung) yang berjumlah 94 orang, dengan teknik sampling jenuh. Berdasarkan hasil penelitian diketahui bahwa pengembangan karier berpengaruh tidak signifikan sebesar 2,1% terhadap *turnover intention*, sementara variabel beban kerja berpengaruh tidak signifikan sebesar 14,4%, terhadap *turnover intention*, secara simultan pengembangan karier dan beban kerja berpengaruh tidak signifikan sebesar 12,5% *turnover intention*.

Kata Kunci: Pengembangan Karier, Beban Kerja dan *Turnover Intention*

***THE INFLUENCE OF CAREER DEVELOPMENT AND WORKLOAD ON
TURNOVER INTENTION IN EMPLOYEES OF PT LOTTE SHOPPING
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ABSTRACT

This study aims to determine the description and amount of influence related to career development, workload and turnover intention at PT Lotte Shopping Indonesia (Store 05 Bandung). This research uses descriptive and verification methods with a quantitative approach. The population studied was all employees of PT Lotte Shopping Indonesia (Store 05 Bandung) which amounted to 94 people, with saturated sampling technique. Based on the results of the study it is known that career development has an insignificant effect of 2.1% on turnover intention, while workload variables have an insignificant effect of 14.4%, on turnover intention, simultaneously career development and workload have an insignificant effect of 12.5% on turnover intention.

Keywords: Career Development, Workload and Turnover Intention