



**THE EFFECT OF LEADERSHIP AND JOB STRESS ON TURNOVER  
INTENTION WITH JOB SATISFACTION AS AN VARIABLE  
INTERVENING AT PT DUWA AMIMUDA KUDUS**

**Thesis**

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Author:

**ANIS FADILAH**

NIM. 201911269

**MANAGEMENT STUDY PROGRAM**

**FACULTY OF ECONOMICS AND BUSINESS**

**UNIVERSITAS MURIA KUDUS**

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This thesis was arranged as one of the requirements  
to complete the undergraduate education level (S1)  
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Author:

**ANIS FADILAH**

NIM. 201911269

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Name : Anis Fadilah

NIM : 201911269

Program Study : Management

This thesis has been approved and defended before the Thesis Examination Team  
of the Faculty of Economics and Business, Muria Kudus University

Kudus,

Knowing,  
Head Of Study Program

Advisor I



Noor Indah Rahmawati, S.E., M.M.

Noor Indah Rahmawati, S.E., M.M.


NIDN. 0024037701

NIDN. 0024037701

Knowing,

Advisor II

Dean  
  
  
Dr. Kertati Sumekar, S.E., M.M  
NIDN. 0616077304

  
Dian Wismar'ein, S.E., M.M  
NIDN. 0612127702

## MOTTO DAN PRESENTATION

### **Motto:**

“So verily with hardship there is ease. Verily, after hardship there is relief.”

(Q.S Al-Insyirah, 94:5-6)

### **PRESENT:**

I dedicate this thesis as a form of gratitude to:

1. My beloved parents
2. My beloved brother and sister
3. Friends who always support
4. My alma mater

## FOREWORD

Praise be to Allah SWT who has bestowed His grace, taufiq and guidance, so that on this occasion the author can complete his thesis entitled "**THE EFFECT OF LEADERSHIP AND WORK STRESS ON TURNOVER INTENTION WITH JOB SATISFACTION AS AN INTERVENING VARIABLE AT PT. DUWA ATMIMUDA KUDUS**". This thesis is structured to meet the requirements for completing a bachelor's degree (S1) in the Management Study Program, Faculty of Economics and Business, Muria Kudus University.

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The writer realizes that in the preparation of this thesis is still far from being perfect, the writer hopes that the realization of this thesis can be useful for the writer and the readers.

Kudus, 2023  
Author

Anis Fadilah  
NIM 201911269

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ANIS FADILAH

2019-11-269

Pembimbing: 1. Noor Indah Rahmawati, S.E., M.M.  
2. Dian Wismar'ain, S.E., M.M.

**UNIVERSITAS MURIA KUDUS FAKULTAS EKONOMI DAN BISNIS  
PROGRAM STUDI MANAJEMEN**

**ABSTRAK**

Tujuan dari penelitian ini untuk mengetahui pengaruh kepemimpinan dan stres kerja terhadap turnover intention dengan kepuasan kerja sebagai variabel intervening pada PT. Duwa Atmimuda Kudus. Penelitian ini menggunakan metode kuantitatif. Populasi di penelitian ini adalah karyawan PT. Duwa Atmimuda Kudus dengan populasi 304 karyawan bagian produksi dan jumlah sampel 173 responden, penentuan sampel menggunakan teknik *purposive sampling*. Dalam penelitian ini analisis data menggunakan SEM AMOS 24. Hasil Penelitian menunjukkan bahwa (1) kepemimpinan berpengaruh positif dan signifikan terhadap kepuasan kerja, (2) stres kerja berpengaruh negatif dan signifikan terhadap kepuasan kerja, (3) kepemimpinan berpengaruh negatif dan tidak signifikan terhadap turnover intention, (4) stres kerja berpengaruh positif dan signifikan terhadap turnover intention, (5) kepuasan kerja berpengaruh negatif dan signifikan terhadap turnover intention.

**Kata Kunci: Kepemimpinan, Stres Kerja, Turnover Intention, Kepuasan Kerja.**

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**ABSTRACT**

The purpose of this study was to determine the effect of leadership and work stress on turnover intention with job satisfaction as an intervening variable at PT. Duwa Atmimuda Kudus. This research uses quantitative methods. The population in this study are employees of PT. Duwa Atmimuda Kudus with population of 304 production employees and a total sample of 173 respondents, the sample was determined using a purposive sampling technique. In this study, data analysis used SEM AMOS 24. The results showed that (1) leadership has a positive and significant effect on job satisfaction, (2) job stress has a negative and significant effect on job satisfaction, (3) leadership has a negative but not significant effect on turnover intention, (4) job stress has a positive and significant effect on turnover intention, (5) job satisfaction has a negative and significant effect on turnover intention.

**Keywords: Leadership, Job Stress, Turnover Intention, Job Satisfaction.**



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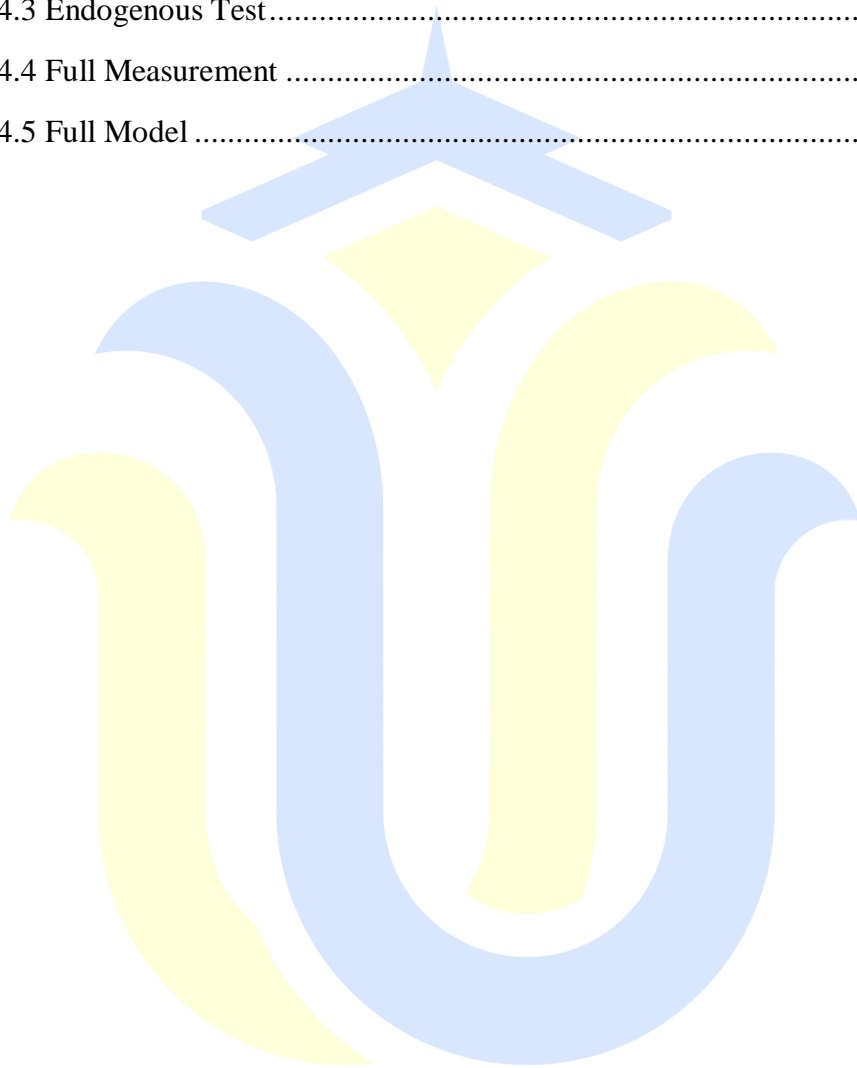
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