



**THE EFFECT OF TRANSFORMATIONAL LEADERSHIP
STYLE, WORKLOAD AND JOB STRESS ON TURNOVER
INTENTION WITH JOB SATISFACTION AS AN
INTERVENING VARIABLE ON EMPLOYEE
PT BPR BKK KUDUS (Perseroda)**

Thesis

Prepared to Obtain Bachelor's Degree Management

Submitted By

SASKIA CHOIRUM NISA
NIM: 201911506

**MANAGEMENT STUDY PROGRAM
FACULTY OF ECONOMICS AND BUSINESS
UNIVERSITAS MURIA KUDUS
2023**



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This thesis was submitted as one of the requirements
to complete the Undergraduate Education (S1) level
at the Faculty of Economics and Business
Universitas Muria Kudus

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Kudus, 2023

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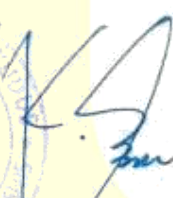


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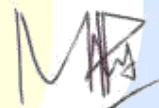
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MOTTO AND OFFERING

Motto:

God never puts responsibility on the wrong shoulders. If you are chosen it means you are capable, other people may not necessarily be as strong and as strong as you. Hold on, be patient, because there must be ease after trouble.

QS Al-Insyirah: 5-6

Offering:

1. (Alm) My beloved father, mother and sister
2. My Self
3. Alma mater of Universitas Muria Kudus

FOREWORD

Praise the authors for the presence of Allah SWT because of His grace and guidance, the author can complete the thesis entitled The Effect of Transformational Leadership Style, Workload and Job Stress on Turnover Intention with Job Satisfaction as an Intervening Variable on Employee PT BPR BKK Kudus (Perseroda).

This thesis was prepared in order to fulfill the requirements to complete the Bachelor's Degree in Management Study Program, Faculty of Economics and Business, Muria Kudus University. In the process of compiling this thesis, the writer received guidance, direction, assistance, and support from various parties. Therefore, in this opportunity the author would like to thank:

1. Prof. Dr. Ir. Darsono, M.Si as Chancellor of Muria Kudus University.
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7. All parties that the writer cannot mention who have helped in the preparation and completion of this thesis.

The author realizes that the results of the preparation of this thesis are still far from perfect, therefore constructive criticism and suggestions from all parties are expected. So that in the future it can produce better and useful works for all parties who read it.

Kudus, 2023

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ABSTRAKSI

Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan transformasional, beban kerja, stres kerja terhadap turnover intention dengan kepuasan kerja sebagai variabel intervening pada karyawan PT BPR BKK Kudus (Perseroda). Populasi dalam penelitian ini sebanyak 88 karyawan yang bekerja di PT BPR BKK Kudus (Perseroda). Teknik pengambilan sampel menggunakan metode *purposive sampling*. Jumlah sampel dalam penelitian sebanyak 72 responden. Metode analisis yang digunakan dalam penelitian ini adalah Partial Least Square (PLS dengan menggunakan alat uji statistic *Smart PLS versi 3.0*). Hasil penelitian, menunjukkan bahwa: gaya kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kepuasan kerja. Beban kerja dan stres kerja berpengaruh negative dan signifikan terhadap kepuasan kerja. Gaya kepemimpinan transformasional berpengaruh positif dan signifikan terhadap turnover intention. Beban kerja dan stres kerja berpengaruh negative dan tidak signifikan terhadap turnover intention. Serta kepuasan kerja berpengaruh negative dan signifikan terhadap turnover intention.

Kata kunci: Gaya Kepemimpinan Transformasional, Beban Kerja, Stres Kerja, Turnover Intention, Kepuasan Kerja

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ABSTRACT

The purpose of this study is to analyze the effect of transformational leadership style, workload, job stress on turnover intention with job satisfaction as an intervening variable for PT BPR BKK Kudus (Perseroda) employees. The population in this study is 88 employees who worked at PT BPR BKK Kudus (Perseroda). The sampling technique used purposive sampling method. The number of samples in the study were 72 respondents. The analytical method used in this study is Partial Least Square (PLS using the Smart PLS version 3.0 statistical test tool. The results of the study indicate that: transformational leadership style has a positive and significant effect on job satisfaction. Workload and job stress have a negative and significant effect on job satisfaction, leadership style has a positive and significant effect on turnover intention. Workload and job stress has a negative and insignificant effect on turnover intention. Job satisfaction has a negative and significant effect on turnover intention.

Keywords: Transformational Leadership Style, Workload, Job Stress, Turnover Intention, Job Satisfaction

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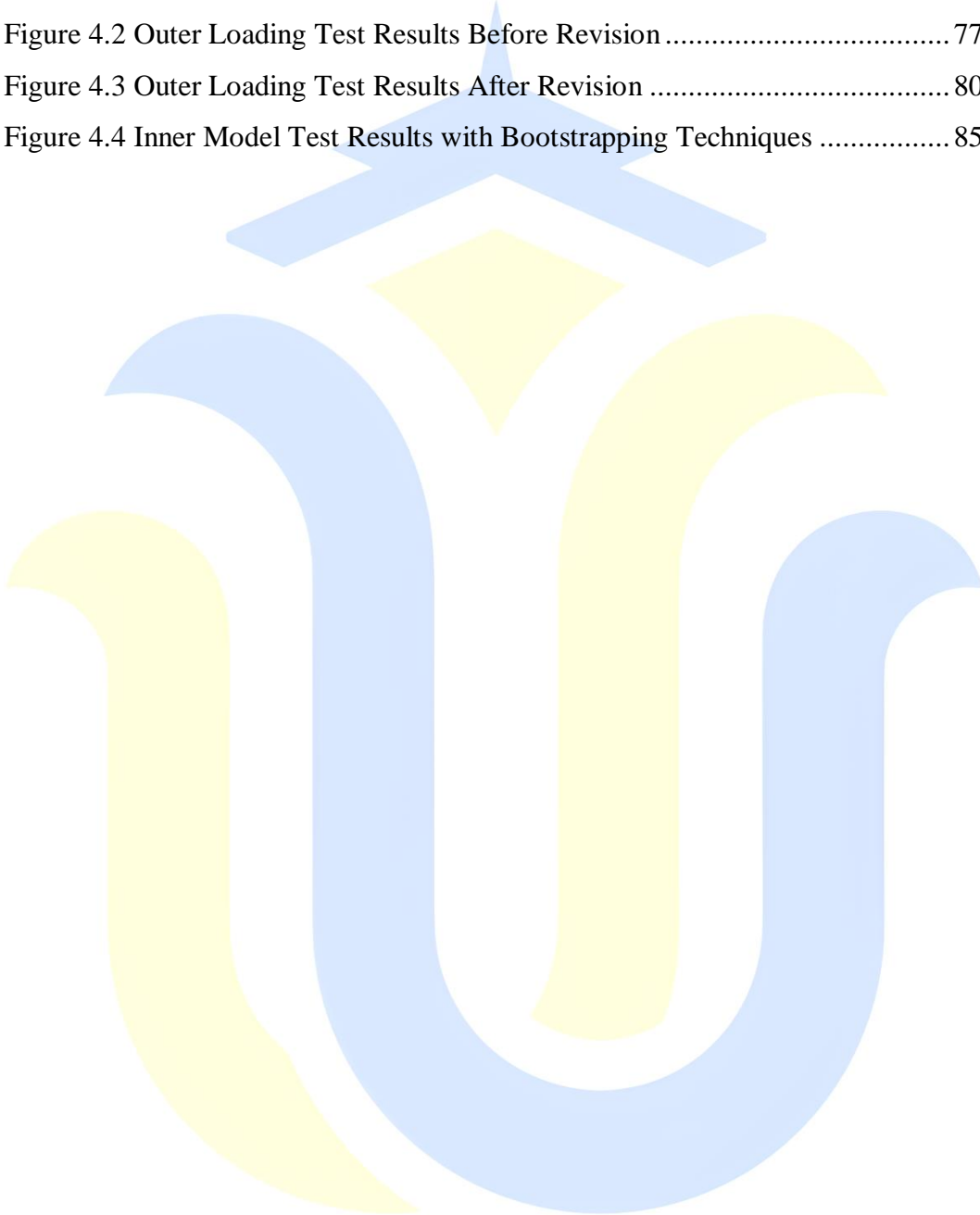
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