



**THE EFFECT OF WORKLOAD AND WORK STRESS ON
TURNOVER INTENTION WITH JOB SATISFACTION AS AN
INTERVENING VARIABLE AT PT DUA PUTRA UTAMA
MAKMUR TBK PATI**

Thesis

Prepared to Obtain a Bachelor's Degree Management

Submitted By

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201911494

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

2024



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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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of the Faculty of Economics and Business, Universitas Muria Kudus.

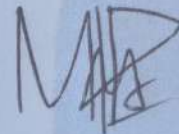
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MOTTO AND OFFERING

MOTTO:

"Whoever is not grateful for even a little, will not be able to be grateful for much."

(HR. Ahmad)

"Don't explain yourself to anyone, because those who like you don't need it. And those who hate you don't believe it."

(Ali bin Abi Thalib)

OFFERING:

1. Mr. Rohmat dan Mrs. Solikati
2. Faculty of Economics and Business
3. Almamater of Universitas Muria Kudus

FOREWORD

Praise be to Allah SWT who has given His grace, guidance and grace so that the author can complete the research and prepare a thesis with the title **The Effect of Workload and Work Stress on Turnover Intention with Job Satisfaction as an Intervening Variable at PT Dua Putra Utama Makmur Tbk Pati**, which is one of the requirements for obtaining a bachelor's degree in the Undergraduate Management Study Program, Faculty of Economics and Business, Universitas Muria Kudus.

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The author realises that there are still shortcomings in the preparation of this thesis, therefore the author hopes for constructive criticism and suggestions. Hopefully this thesis can be useful for readers.

Kudus, 21 September 2023
Autor



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ABSTRACT

This study aims to analyze the effect of workload and work stress on turnover intention with job satisfaction as an intervening variable at PT Dua Putra Utama Makmur Tbk Pati. This research is quantitative research. The population was 150 wholesale employees of shrimp peeling section. The sampling technique used purposive sampling method. The number of samples in the study were 108 respondents. Data processing using SEM (Structural Equation Modeling) analysis technique using the AMOS 24 programme. Based on the results showed that: workload has a negative and insignificant effect on job satisfaction. Work stress has a negative and significant effect on job satisfaction. Workload has a positive and significant effect on turnover intention. Work stress has a positive and significant effect on turnover intention. And job satisfaction has a positive and insignificant effect on turnover intention.

Keywords: workload, work stress, job satisfaction, turnover intention

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