

ABSTRAK

Risa Winasti, NIM. 7151210022. Pengaruh Work Overload dan Work Family Conflict terhadap Turnover Intention. Skripsi Jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Medan, Tahun 2019.

Penelitian ini bertujuan untuk mengetahui pengaruh Work Overload dan Work Family Conflict Terhadap Turnover Intention Pada MNC Play Media Region Medan. Populasi dalam penelitian ini adalah karyawan wanita dengan jumlah sampel sebanyak 53 karyawan. Teknik pengumpulan data yang digunakan adalah observasi dan angket/kuesioner. Teknik analisis data yang digunakan adalah model regresi linear berganda dan pengujian hipotesis uji t, uji f dan koefisien determinasi yang sebelumnya data telah diuji menggunakan uji validitas, uji reliabilitas dan asumsi klasik, pengolahan data menggunakan SPSS 23.0 for windows.

Berdasarkan Hasil penelitian Uji hipotesis menunjukkan bahwa: 1) Work Overload berpengaruh positif terhadap Turnover Intention 2) Work Family Conflict berpengaruh positif terhadap Turnover Intention. Hasil analisis R square sebesar 0.682 yang artinya Turnover Intention sebesar 68.2% dipengaruhi oleh Work Overload dan Work Family Conflict sisanya 31.8% variabel Turnover Intention dijelaskan oleh variabel lain diluar penelitian.

Dari hasil analisis ini dapat disimpulkan bahwa terdapat pengaruh Work Overload dan Work Family Conflict terhadap Turnover Intention pada MNC Play Media Region Medan

Kata kunci : Work Overload, Work Family Conflict, Turnover Intention



ABSTRACT

Risa Winasti, NIM. 7151210022. Effects of Work Overload and Work Family Conflict on Turnover Intention. Thesis Department of Management, Faculty of Economics, Medan State University, Year 2019.

This study aims to determine the effect of Work Overload and Work Family Conflict on Turnover Intention at the Medan MNC Play Media Region. The population in this study were female employees with a total sample of 53 employees. Data collection techniques used were observation and questionnaires / questionnaires. The data analysis technique used is multiple linear regression models and hypothesis testing t test, f test and coefficient of determination which previously the data has been tested using validity tests, reliability tests and classical assumptions, processing data using SPSS 23.0 for windows.

Based on the results of the study Hypothesis testing shows that: 1) Work Overload has a positive effect on Turnover Intention 2) Work Family Conflict has a positive effect on Turnover Intention. The R square analysis results are 0.682, which means that Turnover Intention of 68.2% is influenced by Work Overload and Work Family Conflict, the remaining 31.8% Turnover Intention variables are explained by other variables outside the research.

From the results of this analysis it can be concluded that there is an effect of Work Overload and Work Family Conflict on Turnover Intention in the MNC Play Media Region Medan

Keywords: Work Overload, Work Family Conflict, Turnover Intention

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