

PENGARUH LINGKUNGAN KERJA NON FISIK DAN KEPUASAN KERJA
TERHADAP TURNOVER INTENTION STUDI PADA CV RESTY LESTARI
JOMBANG

ABSTRAK

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Penelitian ini bertujuan mengestahui dan menjelaskan pengaruh lingkungan kerja non fisik dan kepuasan kerja terhadap turnover intention. Penelitian menggunakan metode penelitian eksplanasi yang dilaksanakan melalui pengumpulan data di lapangan. Populasi adalah seluruh karyawan CV Resty Lestari Jombang dengan sampel berjumlah 30 rsponden, analisa data dengan menggunakan metode statistik Regresi Linier berganda dan pengujian hipotesis dan koefisien diterminasi. Berdasarkan hasil penelitian menunjukkan bahwa Lingkungan Kerja Non Fisik yang rendah dapat meningkatkan *Turnover Intention* karyawan CV Resty Lestari Jombang, sehingga Lingkungan Kerja Non Fisik berpengaruh negative terhadap *Turnover Intention* karyawan CV Resty Lestari Jombang dan Kepuasan Kerja yang rendah dapat meningkatkan *Turnover Intention* karyawan CV Resty Lestari Jombang, sehingga Kepuasan Kerja berpengaruh negative terhadap *Turnover Intention* karyawan CV Resty Lestari Jombang

Kata Kunci: lingkungan kerja non fisik, kepuasan kerja dan turnover intention

THE INFLUENCE OF NON-PHYSICAL WORK ENVIRONMENT AND JOB
SATISFACTION ON TURNOVER INTENTION IN STUDY CV RESTY
LESTARI JOMBANG

ABSTRACT

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This study aims to identify and explain the influence of the non-physical work environment and job satisfaction on turnover intention. The research uses explanatory research methods which are carried out through data collection in the field. The population is all employees CV Resty Lestari Jombang with a sample of 30 respondents, data analysis using multiple linear regression statistical methods and hypothesis testing and termination coefficients. Based on the results of the study, it shows that a low Non-Physical Work Environment can increase employee Turnover Intention CV Resty Lestari Jombang, so that the Non-Physical Work Environment has a negative effect on Turnover Intention of employees of CV Resty Lestari Jombang and low Job Satisfaction can increase Turnover Intention of employees of CV Resty Lestari Jombang, so that Job Satisfaction has a negative effect on employee Turnover Intention CV Resty Lestari Jombang

Keywords: non-physical work environment, job satisfaction and turnover intention

