

**PENGARUH KEPUASAN KERJA DAN STRES KERJA TERHADAP  
TURNOVER INTENTION PADA KARYAWAN BAGIAN MARKETING  
REPEAT FINANCING PT. FIF GROUP CABANG JOMBANG**

**ABSTRAK**

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Penelitian ini bertujuan Untuk mengetahui dan menjelaskan pengaruh kepuasan kerja terhadap *turnover intention* pada karyawan marketing dan Untuk mengetahui pengaruh stres kerja secara positif terhadap *turnover intention* pada karyawan marketing PT.FIF GROUP cabang Jombang untuk devisi Repeat Financing. Penelitian menggunakan metode penelitian eksplanasi yang dilaksanakan melalui pengumpulan data di lapangan. Populasi dan sampel adalah karyawan devisi Repeat Financing di PT.FIFGROUP Cabang Jombang yang berjumlah 40 orang, analisa data dengan menggunakan metode statistik Regresi Linier berganda dan pengujian hipotesis. Berdasarkan hasil penelitian menunjukkan bahwa Ketidakpuasan kerja bereperan terhadap peningkatan intensi keluar karyawan di PT. Federal International Finance pada devisi Repeat Financing (REFI), semakin karyawan tidak puas semakin tinggi intensi keluar karyawan PT. Federal International Finance, begitupun sebaliknya dan Stres kerja berperan terhadap peningkatan intensi keluar karyawan di PT. Federal International Finance pada devisi Repeat Financing (REFI), semakin stres kerja karyawan semakin tinggi intensi keluar karyawan diPT. Federal International Finance, begitupun sebaliknya

***Kata Kunci:kepuasan kerja, stres kerja dan turnover intention***

**EFFECT OF WORK SATISFACTION AND WORK STRESS ON  
TURNOVER INTENTION ON EMPLOYEES OF MARKETING SECTION  
REPEAT FINANCING PT. FIF GROUP BRANCH JOMBANG**

**ABSTRACT**

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This study aims To know and explain the effect of job satisfaction on turnover intention on marketing employees and To determine the effect of work stress positively to turnover intention on marketing employees PT.FIF GROUP branch Jombang for division Repeat Financing. The research used explanatory research method implemented through data collection in the field. Population and sample are employees divisi Repeat Financing di PT.FIFGROUP Branch Jombang which amounted to 40 people, data analysis using multiple linear regression statistic method and hypothesis testing. Based on the results of research indicate that Job dissatisfaction of spreading to increase the intention of out employees at PT. Federal International Finance pada devisi Repeat Financing (REFI), the more employees are not satisfied the higher the intentions out employees PT. Federal International Finance, vice versa and Work stress plays a role in improving employee intentions in PT. Federal International Finance for division Repeat Financing (REFI), the more the work stress of the employees the higher the intention of out employees in PT. Federal International Finance, vice versa

***Keywords: job satisfaction, job stress and turnover intention***