

Kepuasan Kerja, Stres Kerja, dan Komitmen Organisasi Memprediksi *Turnover Intention* Pegawai Sekolah Internasional X

Intisari. Tujuan penelitian ini adalah untuk mengetahui apakah kepuasan kerja, stres kerja, dan komitmen organisasi dapat memprediksi *turnover intention* pegawai Sekolah Internasional X. Pengumpulan data dalam penelitian ini menggunakan kuesioner berupa alat ukur turnover intention, alat ukur kepuasan kerja, alat ukur stres kerja, dan alat ukur komitmen organisasi. Pengukuran variabel diukur menggunakan skala likert. Sampel untuk penelitian ini ditentukan dengan teknik *sampling total*, sehingga seluruh pegawai sebanyak 39 orang digunakan sebagai sampel. Analisis yang digunakan pada penelitian ini adalah analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa secara bersama-sama kepuasan kerja, stres kerja, dan komitmen organisasi memprediksi *turnover intention* pegawai Sekolah Internasional X. Secara parsial kepuasan kerja memiliki hubungan yang negatif dan signifikan terhadap *turnover intention* pegawai Sekolah Internasional X, namun stres kerja dan komitmen organisasi tidak memiliki hubungan secara parsial terhadap *turnover intention* pegawai Sekolah Internasional X.

Kata Kunci: *kepuasan kerja, stres kerja, komitmen organisasi, turnover intention, pegawai sekolah*

Job Satisfaction, Job Stress, and Organizational Commitment Predict Employee Turnover Intention at International School X

Abstract. The purpose of this study is to determine whether job satisfaction, job stress, and organizational commitment can predict employee turnover intention at International School X. Data collection in this study used questionnaires that measured turnover intention, job satisfaction, work stress, and organizational commitment. The variables were measured using a Likert scale. The sample for this study was determined using a total sampling technique so that all 39 employees were used as samples. The analysis used in this study was multiple linear regression analysis. The results showed that job satisfaction, work stress, and organizational commitment together predict the turnover intention of employees at International School X. Partially, job satisfaction has a negative and significant relationship with the turnover intention of employees at International School X, but work stress and organizational commitment do not have a partial relationship with the turnover intention of employees at International School X.

Keywords: *job satisfaction, job stress, organizational commitment, turnover intention, school employee*