

## ABSTRAK

Penelitian ini bertujuan untuk menganalisa pengaruh konflik kerja dan beban kerja terhadap turnover intention karyawan pusat distribusi Jawa Timur PT. Trans Retail Indonesia. Metode untuk penentuan sampel adalah *purposive sampling* dan jumlah sampel yang ditentukan sebanyak 50 orang. Hasil penelitian menyatakan pengaruh konflik kerja pada *turnover intention* memiliki t-hitung 8,192 dan bernilai signifikan sebesar (0,00).  $0.00 < 0.05$ , beban kerja pada *turnover intention* memiliki t-hitung 2.372 bersama nilai signifikansi 0,02 ( $0,02 < 0,05$ ). Sehingga dinyatakan bahwa konflik kerja dan beban kerja mempengaruhi *turnover intention* karyawan secara parsial. Hasil uji F diketahui Sig.  $0.000 < 0.05$  sehingga dinyatakan konflik kerja dan beban kerja berpengaruh secara simultan terhadap *turnover intention* karyawan pusat distribusi jawa timur PT. Trans Retail Indonesia.

**Kata kunci:** Beban Kerja, Konflik Kerja, *Turnover Intention*

## **ABSTRACT**

*This study aims to analyze the effect of work conflict and workload on the turnover intention of employees at the distribution center of East Java PT. Trans Retail Indonesia. The method for determining the sample is purposive sampling and the number of samples determined is 50 people. The results of the study stated that the effect of work conflict on turnover intention had a t-count of 8.192 and a significant value of (0.00).  $0.00 < 0.05$ , the workload on turnover intention has a t-count of 2,372 with a significance value of 0.02 ( $0.02 < 0.05$ ). So it is stated that work conflict and workload partially affect employee turnover intention. The results of the F test are known to be Sig.  $0.000 < 0.05$  so that it is stated that work conflict and workload have a simultaneous effect on turnover intention of employees of the distribution center of East Java PT. Trans Retail Indonesia.*

**Keyword:** *Work Conflict, Workload, Turnover Intention*