

## ABSTRAK

Penelitian ini menganalisis tentang pengaruh beban kerja, stress kerja dan motivasi kerja terhadap *turnover intention* karyawan PT. Merekah Sukses Surabaya. Sampel penelitian sebanyak 40 karyawan PT. Merekah Sukses Surabaya dengan teknik pengambilan sampel menggunakan teknik sampling jenuh. Teknik analisis data menggunakan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa secara parsial beban kerja, stress kerja dan motivasi kerja berpengaruh terhadap *turnover intention* karyawan PT. Merekah Sukses Surabaya, sedangkan secara simultan beban kerja, stress kerja dan motivasi kerja berpengaruh terhadap *turnover intention* karyawan PT. Merekah Sukses Surabaya.

**Kata Kunci:** Beban Kerja, Stress Kerja, Motivasi Kerja dan *Turnover Intention*.

## **ABSTRACT**

*This study analyzes the influence of experience, communication and work supervision on employee work productivity on the CV. Anugrah Fitha Gresik Technique. The sample was used as many as 32 employees of CV Anugrah Fitha Gresik Engineering with sampling techniques using nonprobability sampling techniques with saturated sampling and data collection tools using questionnaires. Data analysis techniques use multiple linear regression analysis. The results showed that partially work experience, communication and work supervision affect work productivity. Simultaneously experience, communication and work supervision affect work productivity.*

**Keywords:** *work experience, communication and work supervision and work productivity*