

**THE INFLUENCE OF LEADERSHIP STYLE, JOB STRESS AND WORK  
ENVIRONMENT TOWARD TURNOVER INTENTION OF EMPLOYEE IN  
PT. TIKI JALUR NUGRAHA EKAKURIR (JNE) MANADO**

**THESIS**



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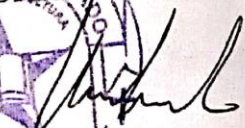


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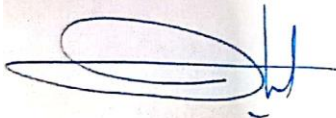


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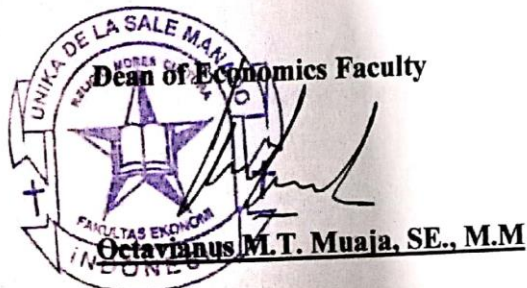
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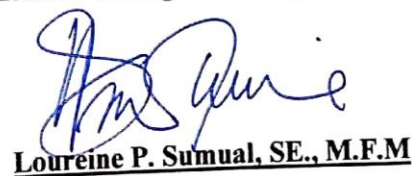
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## **ABSTRACT**

### **AURELIO MINGGA, THE INFLUENCE OF LEADERSHIP STYLE, JOB STRESS AND WORK ENVIRONMENT TOWARD TURNOVER INTENTION OF EMPLOYEE IN PT. TIKI JALUR NUGRAHA EKAKURIR (JNE) MANADO (UNDER THE GUIDANCE KOLEANGAN ADRI Ch. AND MERUNG HARLI)**

Turnover is the intention to even the desire of employees to leave the company. Turnover intention is a tendency or level of attitude where an employee has the possibility to leave the organization voluntarily from his job.

The purpose of this study was to analyze and measure the influence of Leadership Style, Job Stress, and Work Environment on Turnover Intention at PT. Tiki Jalur Nurgaha Ekakurir (JNE) Manado. The study used questionnaire data which was processed using the SPSS version 24 statistical application.

The results of this study using multiple regression analysis as an analysis tool. The results of this study indicate that partially the Leadership Style variable has a t-count value of  $6.8880 > t\text{-table}$ , Job Stress variable has a t-count value of  $4.174 > t\text{-table}$ , and the Work Environment variable has a t-count  $> t\text{-table}$ , means that each independent variable influences the Turnover Intention variable. Simultaneously, the independent variable (Leadership Style, Job Stress, and Work Environment) has a count value of  $349,388 > f\text{-table}$ , which means that all independent variables affect Turnover Intention at PT. Tiki Jalur Nurgaha Ekakurir (JNE) Manado.

Keywords: Turnover Intention, Leadership Style, Job Stress, Work Environment.

## **ABSTRAK**

### **AURELIO MINGGA, THE INFLUENCE OF LEADERSHIP STYLE, JOB STRESS AND WORK ENVIRONMENT TO TURNOVER INTENTION OF EMPLOYEE IN PT. TIKI JALUR NUGRAHA EKAKURIR (JNE) MANADO.**

(DIBIMBING OLEH KOLEANGAN ADRIE Ch. AND MERUNG HARLI)

Turnover adalah niat dan keinginan karyawan untuk meninggalkan perusahaan. Niat turnover adalah kecenderungan atau tingkat sikap di mana seorang karyawan memiliki kemungkinan untuk meninggalkan organisasi secara sukarela dari pekerjaannya.

Tujuan dari penelitian ini adalah untuk menganalisis dan mengukur pengaruh dari Leadership Style, Job Stress, dan Work Environment terhadap Turnover Intention di PT. Tiki Jalur Nurgaha Ekakurir (JNE) Manado. Penelitian menggunakan data kuesioner yang diolah dengan aplikasi statistic SPSS versi 24.

Hasil penelitian ini dengan menggunakan analisis regresi berganda sebagai alat analisis. Adapun hasil dari penelitian ini menunjukkan bahwa secara parsial variabel Leadership Style memiliki nilai t-hitung  $6.8880 > t\text{-table}$ , variabel Job Stress memiliki nilai t-hitung  $4.174 > t\text{-tabel}$ , dan variabel Work Environment memiliki nilai t-hitung  $> t\text{-tabel}$ , berarti tiap variabel independen berpengaruh terhadap variabel Turnover Intention. Secara simultan, variabel independen (Leadership Style, Job Stress, dan Work Environment) memiliki nilai f-hitung  $349.388 > f\text{-tabel}$ , itu artinya seluruh variabel independen berpengaruh terhadap Turnover Intention di PT. Tiki Jalur Nurgaha Ekakurir (JNE) Manado.

Kata kunci: Turnover Intention, Leadership Style, Job Stress, Work Environment



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**Manado, July 26<sup>th</sup> 2019**

**Student**

**STATEMENT OF THESIS ORIGINALITY**

I, Who sign this thesis statement, state that this thesis:

**THE INFLUENCE OF LEADERSHIP STYLE, JOB STRESS AND WORK ENVIRONMENT TOWARD TURNOVER INTENTION OF EMPLOYEE IN PT. TIKI JALUR NUGRAHA EKAKURIR (JNE) MANADO**

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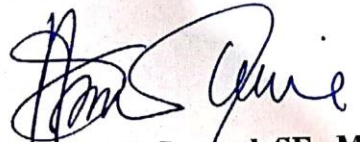
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