

# THE INFLUENCE OF WORK ENVIRONMENT, WORK STRESS AND ORGANIZATIONAL COMMITMENT ON TURNOVER INTENTION IN PT. MAKMUR BRA CENTRAL

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## Abstract

**Background** - Human resources are the main driver of a company's organization, and the fulfillment of their rights must be given more attention. Human resource management is the process of managing people through planning, recruitment, selection, training, development, providing compensation, career, health and safety, as well as maintaining industrial relations until termination of employment in order to achieve company goals and improve stakeholder welfare.

**Purpose** - This research aims to find out responses employees towards the work environment, work stress, organizational commitment and turnover intention at PT. Sentral Bra Makmur.

**methodology** - To determine the partial influence of the work environment, work stress and organizational commitment on turnover intention at PT. Sentral Bra Makmur. Questionnaires were distributed to 100 respondents who were taken by determining the sample using a non-probability sampling method with the sampling technique used was proportionate random sampling.

**Findings** - The questionnaire was tested using validity tests, reliability tests, and also classical assumption tests. The results of this test are valid, reliable, and can be used for regression data. The analytical method used in this research is a descriptive method and multiple linear regression analysis with a quantitative approach.

**Originality** - The results of the research show that 1) The work environment has a negative and significant effect on turnover intention at PT. Sentral Bra Makmur. 2) Work stress has a positive and significant effect on turnover intention at PT. Sentral Bra Makmur. 3) Organizational commitment has a negative and significant effect on turnover intention at PT. Sentral Bra Makmur.

Keywords: Work Environment, Work Stress, Organizational Commitment and Turnover Intention

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