

ABSTRACT

Turnover intention of the members of the organization can be detrimental to the organization involved in the ranks of Criminal Reserse Polres Gunungkidul. Such as when there is a loss of human resources experts in the field have the desire reskrim moved then it will be difficult to get a return, so that maintaining the old human resources take precedence over recruiting new ones. Considering the Human Resource in the field of maintaining this very important reserse then needed research on the causes of the Organization's members have a desire to get out of the organization or turnover intention. The population of this research is as much as 148 Criminal Polres Gunungkidul Reserse from. As for the sampling techniques the taking of sampelnya is saturated, that takes all of the population. Data analyst using path analysis with the help of SPSS 21. The research results prove if there are significant negative influences between leadership with turnover intention, evidenced by the level of 0.000. sig ($P < 0.005$). The result is there are significant negative influence between organizational commitment with turnover intention, evidenced by the level of sig. 0.020 ($P < 0.005$). Variable work stress is proven to have a significant and positive influence towards turnover intention, evidenced by the level of 0.000. sig ($P < 0.005$). The variable kepemimpinan is proven to have a significant influence and negatively to stress of work is evidenced by the level of 0.000. sig ($P < 0.005$). Proven organizational commitment variable does not have a significant influence and negatively to stress of work is evidenced by the sig. t of 0.223 ($p > 0.05$). The resulting coefficients between leadership with turnover intention have indirect influence through the stress of work. The case with influence among the organisasi commitment with turnover intention also has indirect influence through the stress of work.

Keywords: Turnover intention, work stress and leadership