

berpengaruh negatif dan signifikan terhadap Kepuasan Kerja. Keempat, Iklim Organisasi berpengaruh positif dan signifikan terhadap Kepuasan Kerja. Kelima, Kepuasan Kerja berpengaruh negatif dan signifikan terhadap *Turnover Intention*. Keenam, Stres Kerja berpengaruh positif dan signifikan terhadap *Turnover Intention* melalui Kepuasan Kerja. Ketujuh, Iklim Organisasi berpengaruh negatif dan signifikan terhadap *Turnover Intention* melalui Kepuasan Kerja.

## 5.2 Saran

Berdasarkan hasil dari pembahasan dan analisis berikut ini merupakan saran yang diharapkan dapat bermanfaat, antara lain :

1. Bagi Perusahaan (*Acoustic Family*)
  - a. *Acoustic Family* diharapkan mengelola Stres Kerja karyawannya dengan teknik *peer support group, in-house support, employee assistance program, dan mediation facility*
  - b. *Acoustic Family* diharapkan menjaga Iklim Organisasi di dalam perusahaan dengan mensosialisasikan tujuan, visi dan misi perusahaan, pengelolaan personalia yang baik, promosi karyawan yang sesuai kompetensi, saling percaya, saling mendukung, adanya komunikasi yang sehat, dan membangun lingkungan organisasi yang kondusif.
  - c. *Acoustic Family* diharapkan meningkatkan Kepuasan Kerja para karyawannya dengan memberikan timbal balik sesuai pencapaian, memberikan kesempatan promosi, dan keadilan dalam memberikan gaji.
2. Bagi Penelitian Selanjutnya

Diharapkan mengkaji lebih lanjut dari variabel-variabel yang terdapat dalam penelitian ini maupun variabel yang terdapat di luar penelitian ini seperti variabel komitmen organisasi, *organizational citizenship behaviors* (OCB), *job design*, *work family conflict* dan motivasi.

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## LAMPIRAN 1

### KUESIONER PENELITIAN

#### **PENGARUH STRES KERJA DAN IKLIM ORGANISASI TERHADAP *TURNOVER INTENTION* DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING PADA ACOUSTIC FAMILY**

Berhubungan dengan skripsi yang berjudul “Pengaruh Stres Kerja dan Iklim Organisasi terhadap *Turnove Intention* dengan Kepuasan Kerja sebagai variabel intervening”, maka peneliti memohon ketersediaan Bapak/Ibu/Saudara/i untuk mengisi kuisisioner penelitian ini. Kuisisioner ini merupakan bertujuan untuk