

ABSTRACT

Rifqatul Maulidah, 2012. Thesis. Entitled: “The Influence of Organizational Culture and Stress of Work toward *Turnover Intention* (in PT Bank Tabungan Negara (Persero) Branch Office of Syari’ah Malang)”.

Supervisor: Dr. Ahmad Sani Supriyanto, SE, M. Si

Keywords: Cultural Organisation, Work Stress, Turnover Intention

The purpose of research is to analyze the influence of independent variable to dependent one, and which variable is dominant strongly. Some of opinions and convictions of workers in the factory environmental they have done their duties, it influenced them in implement the duties and responsibilities. The stress is very individualistic and basically it damageable if there is not balance between individual mental strength and the mental is felt.

The research is conducted in PT Bank Tabungan Negara (Persero) Branch Office of Syariah Malang. Mostly the population is being sample about 50 workers. The data analysis used is model of multiple linier regressions. The validities test, reliabilities and classical assumptions test are conducted before conducting the regressions analysis so that the resulted data is better.

Based on the research result can be concluded that the variable of organizational culture (X1), stress of work (X2), simultaneously it influenced *Turnover Intention*. While partially the organizational culture (X1), and the stress of work (X2) has the significant influence to *Turnover Intention*. It shown from the consideration result of test F (simultan) it shows that $F_{hitung} > F_{tabel}$ and also from the result of consideration t-test (partial) which shows $t_{hitung} > t_{tabel}$ in number $7,736 > 3,195$. The variable has the dominant influence to *turnover intention* is organizational culture (X1). It shown from the consideration result of significant organizational culture in number 0.037 to *turnover intention*, whereas the stress of work has significant result in number 0.005 to *turnover intention*. So it can be concluded that the work stress has important role in minimization the appear of *turnover intention*.