

ABSTRACT

Human resources are one of the most important parts for the company, because the company's goals will be achieved if they can manage human resources properly. The company will try to create a comfortable work environment and create good relations between co-workers. This provides benefits for employees to manage work stress and work fatigue well. If employees cannot manage work stress and burnout properly, the company will experience an increase in employee turnover intention which reduces company productivity. This study uses female employees because female employees have the potential to experience higher stress and burnout when compared to male workers. The method used is a descriptive survey with a causal comparative research approach, which is used to analyze the effect of the independent variable on the dependent variable. The population in this study used the number of female employees in the city of Malang with a total of 184,853 people with a sample of 100 people. The results showed that job stress and burnout syndrome had a partial and simultaneous effect on turnover intention. Based on the results of the coefficient of determination, job stress and burnout syndrome variables have an effect of 48.9% on turnover intention and 51.1% are influenced by other variables not examined in this study.

Keywords: job stress, burnout syndrome, turnover intention, female employees