

Research Article

Effect of Workload and Career Development on Turnover Intention through Job Satisfaction as Variable Mediator

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Abstract

This study aims to determine the effect of Workload and Career Development on Turnover Intention through Job Satisfaction as a Variable Mediator. The population used in this study were PT Taiyo Sinar Raya Teknik employees, with a total sample of 84 respondents. The sampling technique used was non-probability sampling with a purposive sampling technique using questionnaires distributed to respondents. Data analysis was carried out using SmartPLS 3. This study shows that workload has a positive and significant effect on turnover intention, career development has a negative and significant effect on turnover intention, job satisfaction has a negative and significant effect on turnover intention, the workload has a negative and significant effect on job satisfaction, career development has a positive and significant effect on job satisfaction, job satisfaction can mediate workload on turnover intention, and job satisfaction can mediate career development on turnover intention.

Keywords: Workload, Career Development, Job Satisfaction, Turnover Intention

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1. Introduction

The organization in every business activity is a profit-generating business activity. Activities in every company require human resources with the potential, workforce, abilities, and quality expertise, so human resources have a very important position in the company. Employees as human resources are an important part of every company and one of the factors that determine the achievement of goals in a company. Because human resources are a company's main wealth or asset, activities will only occur with their participation. Employees play an active role in setting plans, systems, processes, and goals to be achieved (Rachman, 2016). Human resources play an important role in a company's future development. The success or failure of achieving a company's goals depends entirely on the people who work there.

An organization is a collection of people with different abilities who depend on one another to achieve common goals by utilizing various resources (Putra et al., 2020). Organizations must obtain, develop and maintain quality human resources as planners, participants, and determinants of organizational goals. The strength of any organization is its people. If the people are properly cared for by appreciating their talents, developing their abilities, and using them appropriately, the organization will surely become dynamic and develop rapidly (Rachman, 2016). One of the important process goals of any dynamic organization is to ensure that its people can carry out the various tasks associated with their positions and roles. These tasks may be well-defined, understood, and planned (Rachman, 2016).

Turnover intention is one of the reasons individuals leave the organization to get a better job. A common problem faced by every company is high and unpredictable turnover intention. Employees will seek new companies, develop better careers, and seek comfort in the satisfaction that has not been achieved in the old company in the new company. Turnover intention cannot be avoided; even though the company has tried its best to make the work environment comfortable and employees' needs are met, employees will still resign from the company. If the company consistently experiences an increase in employee turnover, this will harm the company.

This research was conducted at PT. Taiyo Sinar Raya Teknik, a foreign company from Japan, is engaged in general contractors. This company was founded in 1977 and is still standing today. This company is located on Jalan Jenderal Sudirman Kav. 61-62 South Jakarta Indonesia. PT Taiyo Sinar Raya Teknik is a company with approximately 500 employees.

Job satisfaction is a problem that often occurs in every company. It makes the company always face leaving employees. Problems with job satisfaction are very common, and they can affect an employee's desire to leave the company and do a better job search than in the previous workplace. Job satisfaction is one of the factors causing turnover intention. Where the satisfaction felt by employees are more satisfied with their work, employee turnover will be lower, and vice versa. If employees are dissatisfied with the company for their work, the possibility of increased turnover will occur. In research, Waspodo (2013) found that job satisfaction and work stress can positively affect employee turnover intention. Another study conducted concluded that the variable job satisfaction influences turnover intention. This finding is because job satisfaction is influenced by payment, work, co-workers, and satisfaction with promotions.

One of the factors that can affect satisfaction, based on the theory, is workload. The workload is also included in the category that makes employees dissatisfied with their work. A burden is defined as something burdensome or pressing for someone's life. The word burden itself has a figurative meaning, namely something that is emphasized that must be done. Every job that is done and there is a burden that an employee must accept is a job that is borne to be completed immediately. Employees who have dissatisfied with their workload usually because employees feel the company is giving them too much work. The company also requires employees to do overtime for their employees so that their work is done. However, in this case, the researcher found a review from one of the platforms on Job Planet, which expressed dissatisfaction that PT Taiyo Sinar Raya Teknik has quite a lot of workload pressure, so employees are required to work overtime.

Besides workload affecting satisfaction, the workload can also affect turnover intention. This is in line with Kelompoy (2019) research, which found that workload significantly affects turnover intention. In addition, in research from Sutikno (2020), the workload is proven to build turnover intention effectively. This argument means that a high workload can encourage turnover intention.

Career Development is a step in one's hopes to find a career path in his company. That someone who starts working after placement in an organization during his active period until he reaches retirement age means he wants to pursue a career in that organization (Rachman, 2016). This is the hope of an employee working to find a career path or career development in a company. The researcher found a review that discussed the employees' dissatisfaction with PT Taiyo Sinar Raya Teknik on Job Planet.

In research from Palupi (2018), career development has a significant positive effect on satisfaction. If employees are allowed to develop their careers, job satisfaction will increase, and vice versa. If employees can develop their careers, job satisfaction will stay the same.

In addition to a sense of satisfaction, career development can be one of the factors causing employee turnover, where employees do not have satisfaction in their careers, and the company also does not provide opportunities to promote employees for their career paths so that employees will turn over at the company. Research by Palupi (2018) showed a positive influence of career development on turnover intention.

The purpose of this study was to determine whether there is an effect of workload, career development, and workload on employee job satisfaction at PT. Taiyo Sinar Raya Teknik; to find out whether there is an influence of career development, job satisfaction, and workload on employee turnover intention at PT. Taiyo Sinar Raya Teknik; can be a clarification of existing research, and can be used as a reference regarding the factors that can influence the occurrence of employee turnover intention in a company; and can be used as material for consideration, suggestions and thoughts for PT Taiyo Sinar Raya Teknik in designing policies to provide job satisfaction in workload and career development in order to minimize the level of turnover intention within a company.

2. Literature Review and Hypothesis

A workload is some activities that must be completed within a certain period. A high workload will cause employees to feel pressured by the demands that must be completed, so they feel anxious and confused if they cannot meet the demands made by the organization (Sinaga, 2020). This opinion is in line with research conducted by Jufri (2019), Kelompoy (2019), Sutikno (2020), and Pradana & Salehudin (2015), showing the same result that workload has a positive and significant effect on turnover intention.

H1: Workload has a positive and significant effect on Turnover Intention

Career development is an effort that employees can do to achieve a career plan. Career development is oriented toward company development in responding to business challenges in the future (Hasyim & Jayantika, 2021). According to Sutrisno (2011), career development is submitting human resources and organizational living standards to the future against internal and external environmental changes. This opinion is in line with research from Sudnanti & Wijayanti (2018), Hasyim & Jayantika (2021), Putra et al. (2020), Jauhari et al. (2016), Dewi & Nurhayati (2021) showed the same results that career development has a negative and significant effect on turnover intention.

H2: Career Development has a negative and significant effect on Turnover Intention

Job satisfaction is when employees feel satisfied with their work, and then these employees will work optimally in completing their work, even doing some things that may be outside their duties (Busro, 2018). Sari et al. (2015) said that job satisfaction is closely related to employee attitudes towards the work, work situations, cooperation with leaders, and collaboration with co-workers. The results of research explaining Job Satisfaction on turnover intention were carried out by Pramudika et al. (2017), Waspodo et al. (2013), Saeka (2016), Yuda et al. (2017), Sari et al. (2015) and Ibrahim et al., (2016) showed a significant negative result of satisfaction with turnover intention.

H3: Job Satisfaction has a negative and significant effect on Turnover Intention

According to Kelompoy (2019), the workload is one factor that influences how a person carries out work activities, including the average physical and mental activity frequency for each job during a certain period. Research results on the workload on satisfaction conducted by Sutikno (2020), Zaki (2016), Pradana & Salehudin (2015), and Udriyah et al. (2018) show negative and significant results of workload on job satisfaction.

H4: Workload has a negative and significant effect on Job Satisfaction

Career development is a formal approach taken by organizations to ensure human resources are getting better because a career is a job satisfaction requirement for company employees who contribute significantly to the achievement of company goals and objectives that have been set. Career development is important because management can increase productivity, improve employee attitudes toward work, and increase job satisfaction (Handoko & Rambe, 2018). The results of Career Development on Job Satisfaction conducted by Olivia et al. (2020), Palupi (2018), Dewi & Nurhayati (2021), and Handoko & Rambe (2018) show positive and significant results of career development on satisfaction.

H5: Career Development has a positive and significant effect on Job Satisfaction

Job satisfaction is a feeling that supports or does not support employees related to their work and their conditions (Busro, 2018). When employees feel satisfied with the work, they will work optimally in completing it, even doing some things that may be outside their duties. This opinion is in line with research conducted by Sutikno (2020), Pradana & Salehudin (2015), Novel & Marchyta (2021), Apriyanto & Haryono (2020) and Nitasari (2022) showing the same results that job satisfaction can mediate workload on turnover intention.

H6: Job Satisfaction can mediate Workload Against Turnover Intention

Job satisfaction is when a person feels satisfied, relieved, and happy because work situations and conditions can meet their needs, desires, and expectations (Hornby, 2018). Employees also feel the clarity of career

paths to be highly confidential. The company has tried to carry out career paths in an open, clear, ability-based, and fair manner, but it has yet to be determined that employees feel fair, so this will affect their level of satisfaction. Job satisfaction is also defined in terms of pay, promotion supervision, fringe benefits, contingent rewards, and others. This opinion is in line with research conducted by Palupi (2018), Olivia et al. (2020), Saklit (2017), and Sismawati & Lataluva (2020) showing the same results that job satisfaction can mediate career development on turnover intention.

H7: Job Satisfaction can mediate Career Development on Turnover Intention

3. Data and Method

Types of research

The research method that will be used is a quantitative approach; based on this research, it will take data collection, data analysis, and data interpretation in the form of numbers from the results of data analysis. According to Sugiyono (2018), quantitative research methods can be used to research populations and samples, which are defined as methods based on the philosophy of positivism. The type of research used in this research is explanatory research.

Population and Sample

The population is the entire element that will be used as a generalization area (Sugiyono, 2018). In this study, the population that is the focus of the research is permanent employees at PT. Taiyo Sinar Raya Teknik has a total of 501 employees. The sample is part of the number and characteristics possessed by the population (Sugiyono, 2018). In this study, the authors reduced the population, namely the total number of employees as many as 501 employees, by calculating the sample size, which was carried out using the Slovin formula and getting a sample of 84 employees of PT Taiyo Sinar Raya Teknik.

Data Types and Sources

The types of data used in this research are primary and secondary data. Abdillah & Hartono (2015) said that primary data is data that certain parties have never processed for certain purposes. Secondary data has been processed, stored, and presented in a certain format or form by certain parties for certain purposes.

Data collection technique

The data collection method used to obtain the data needed in this study was to conduct interviews with the HR of PT Taiyo Sinar Raya Teknik and distribute questionnaires directly to employees of PT. Taiyo Sinar Raya Teknik. This study collected data using a questionnaire method through paper dissemination.

Data analysis method

This data analysis method aims to interpret and draw conclusions from the collected data. This study uses the Partial Least Square Structural Equation Modeling (PLS-SEM) method and the WarpPLS 7.0 program. Partial Least Square (PLS) is a multivariate statistical technique that makes comparisons between multiple dependent variables and multiple independent variables according (Abdillah & Hartono, 2015)

4. Results

Evaluation of Measurement Models

Table 1. Evaluation of the Workload Variable Measurement Model

Item	Indicator Item	Loading Factor	P-Value
Excessive amount of work	BK1	0,850	< 0,001
	BK2	0,789	< 0,001
	BK3	0,711	< 0,001
Physical Demands	BK4	0,789	< 0,001
	BK5	0,780	< 0,001
Pressure from above	BK6	0,717	< 0,001
	BK7	0,852	< 0,001
Excessive amount of work	BK8	0,708	<0,001
<i>Composite Reliability 0,924 > 0,7</i>			
<i>Average Variance Extracted (AVE) 0,603</i>			

Source: Data Processing Results, 2022

Based on the table above, the composite reliability result is 0.924, namely, the data analysis test, which is greater than 0.7, so all statement items have a major role in shaping the workload variable. While AVE > 0.5, which is equal to 0.603 in the analysis test, states that it meets the predetermined criteria. All statement items in the second questionnaire test have a p-value <0.5, which means the statement is valid.

Table 2. Evaluation of Career Development Measurement Model

	Indicator Item	Loading Factor	P-Value
Concern for immediate superiors	PK1	0,842	< 0,001
	PK2	0,866	< 0,001
Fair treatment in career	PK3	0,905	< 0,001
	PK4	0,827	< 0,001
Information about various promotional opportunities	PK5	0,791	< 0,001
There is an interest in being promoted	PK6	0,744	< 0,001
	PK7	0,808	< 0,001
Level	PK8	0,868	< 0,001
<i>Composite Reliability 0,948 > 0,7</i>			
<i>Average Variance Extracted (AVE) 0,694 > 0,5</i>			

Source: Data Processing Results, 2022

Based on the table above, the composite reliability result is 0.948, namely, the data analysis test, which is greater than 0.7. Hence, all statement items have a major role in forming career development variables. While AVE > 0.5, which is equal to 0.694 in the analysis test, states that it meets the predetermined criteria. All statement items in the second questionnaire test have a p-value <0.5, which means the statement is valid.

Table 3. Evaluation of the Turnover Intention Variable Measurement Model

	Indicator Item	Loading Factor	P-Value
Intention to stop	TI.1	0,786	< 0,001
	TI.2	0,884	< 0,001
Job search	TI.3	0,893	< 0,001
	TI.4	0,859	< 0,001
	TI.5	0,720	< 0,001
Thoughts to leave	TI.6	0,785	< 0,001
	TI.7	0,878	< 0,001
	TI.8	0,792	< 0,001
<i>Composite Reliability 0,945 > 0,7</i>			
<i>Average Variance Extracted (AVE) 0,684 > 0,5</i>			

Source: Data Processing Results, 2022

Based on the table above, the composite reliability result is 0.945, which is greater than 0.7, so all statement items have a major role in forming the turnover intention variable. While AVE > 0.5, which is equal to 0.684 in the analysis test, states that it meets the predetermined criteria. All statement items in the second questionnaire test have a p-value <0.5, which means the statement is valid.

Table 4. Evaluation of the Job satisfaction Variable Measurement Model

	Indicator Item	Loading Factor	P-Value
Satisfied with own work	KK1	0,837	< 0,001
Liked his own work	KK2	0,701	< 0,001
Excited at work	KK3	0,872	< 0,001
	KK4	0,845	< 0,001
Make work like a hobby	KK5	0,780	< 0,001
Work colleague	KK6	0,862	< 0,001
	KK7	0,733	< 0,001
	KK8	0,765	< 0,001
Promotion	KK9	0,807	< 0,001
	KK10	0,810	< 0,001
<i>Composite Reliability</i> 0,948 > 0.7			
<i>Average Variance Extracted (AVE)</i> 0,645 > 0,5			

Source: Data Processing Results, 2022

Based on the table above, the composite reliability result is 0.948 as a data analysis test greater than 0.7, so all statement items have a major role in forming job satisfaction variables. While AVE > 0.5, which is equal to 0.645 in the analysis test, states that it meets the predetermined criteria. All statement items in the second questionnaire test have a p-value <0.5, which means the statement is valid.

Structural Model Evaluation**Table 5. Results of Structural Model Evaluation**

Evaluation Size	Evaluation Size	Evaluation Size
• R2 1 (Turnover Intention)	Strong model ≥ 0.70 . Moderate	R ² 1 = 0,580
• R2 2 (Job Satisfaction)	0.45-0.70, weak ≤ 0.25	R ² 2 = 0,500
Q ² (Predictive Relevance)	Q2 > 0 = the model has predictive relevance, Q2 < the model lacks predictive relevance	Q ² 1= 0,564 Q ² 2 = 0,488
Tenenhaus Goodness of FIT (GoF)	Small if ≥ 0.1 , medium ≥ 0.25 , large ≥ 0.36	0,594

Source: Data Processing Results, 2022

Based on the evaluation results of the structural model in table 5, it can be seen that the R2 value is divided into two. Namely, R11 is workload, career development, and job satisfaction on the turnover intention with a value of 0.580 which is included in the moderate level because it has a criterion value of <0.70, which means it has a significant value that workload, career development, and job satisfaction on the turnover intention by 58% while the other 42% is influenced by other variables not tested in this study. Then R22, namely workload and career development on job satisfaction with a value of 0.500, is included in the moderate category because it has a criterion value of 0.45-0.70, which means that workload and career development on job satisfaction as a mediator variable is 50%. In comparison, 50 The other % is influenced by other variables not tested in this study. After the results of this model test, the test results show that this model has relevance in predicting the relationship between variables (predictive relevance). The Q2 value indicates this in table 4.10, namely Q2> 0. As for the Tenenhaus Goodness Of Fit (GoF) value, the result is 0.594. This shows that the model is appropriate (Fit) in explaining the influence between variables, with a suitability level of (0.36), which means that the model's suitability is large. The results of the structural model

test can be seen in Figure 1.



Figure 1. Flowchart Between Variables

Source: Data Processing Results, 2022

Research Hypothesis Testing

Table 6. Research Hypothesis Testing Results

Variable Relation	Coefficient	P-Value	Information
Direct Effect			
Workload → Turnover Intention	0,201	0,034	Significant
Career development → Turnover Intention	-0,250	0,025	Significant
Job satisfaction → Turnover Intention	-0,253	0,007	Significant
Workload → Job satisfaction	-0,442	0,003	Significant
Career development → Job satisfaction	0,363	0,008	Significant
Indirect Effects			
Job satisfaction → Workload → Turnover Intention	0,190	0,013	Significant
Job Satisfaction → Career Development → Turnover Intention	-0,156	0,047	Significant

Source: Data Processing Results, 2022

1. Workload has a positive effect on turnover intention as evidenced by a coefficient value of 0.201 and a p-value of 0.034.
2. Career development has a negative effect on turnover intention with a coefficient value of -0.250 and a p-value of 0.227.
3. Job satisfaction has a negative effect on turnover intention with a coefficient value of -0.253 and a p-value of 0.007.
4. Workload has a negative effect on job satisfaction with a coefficient value of -0.442 and a p value <0.003.
5. Career development has a positive influence on job satisfaction with a coefficient value of 0.363 and a p value <0.008.

5. Discussion

The Effect of Workload on Turnover Intention

The results of testing the hypothesis in table 6 Workload has a direct effect in a positive direction on turnover intention as evidenced by the resulting coefficient value of 0.201 and obtains a significant effect with a p-value <0.05 , equal to 0.034. Thus hypothesis 4 states that workload has a positive and significant effect on turnover intention, which can be accepted. This result means that for employees of PT Taiyo Sinar, the workload can impact the high turnover intention rate. Employees receiving less workload will make them feel energized and energized. This will motivate employees to leave the company and look for a better job than they currently have. In addition, the intention to leave is also triggered by the amount of work that exceeds the limit and must be completed within that time limit. This condition can make employees very tired because they have to finish work immediately, plus long working hours make employees bored because they have to wait and finish existing work. Work according to the ability of the employee. This finding follows the results of research from Jufri (2019), Kelompoy (2019), Sutikno (2020), and Pradana & Salehudin (2015).

The Effect of Career Development on Turnover Intention

The results of testing the hypothesis in Table 6 career development has a negative effect on turnover intention, as evidenced by the resulting coefficient value of -0.250, and obtains a significant influence with a p-value <0.05 , equal to 0.025. Thus, H5 is accepted. That is, every employee who works in a company has many expectations for the company and hopes to have a better career. If the company thinks about employee careers, employees will not think about turnover from the company. This finding is explained if employees who work get career development in the form of concern for their immediate superiors, fair treatment in their careers, promotion opportunities, and good training, then this will reduce the desire of employees to leave the company. These results are under the results of Sudnanti & Wijayanti (2018), Hasyim & Jayantika (2021), Putra et al. (2020), and Dewi & Nurhayati (2021).

The Effect of Job Satisfaction on Turnover Intention

Based on the hypothesis testing in Table 6, job satisfaction negatively affects turnover intention, as evidenced by the resulting coefficient value of -0.429. It obtains a significant influence with a p-value <0.05 , equal to 0.000. Thus, H3 is accepted. The negative direction indicates that if the employee's job satisfaction is getting better, the level of employee turnover intention will also decrease. Employees who feel job satisfaction will feel comfortable, at home, and safe with their work, so that they will stay with the company. This finding follows the results of research from Pramudika (2017), Wasposito (2013), Saeka (2016), Sari et al. (2015), and Ibrahim et al. (2016).

Effect of Workload on Job Satisfaction

Based on the hypothesis testing in Table 6, the workload has a negative effect on job satisfaction, as evidenced by the resulting coefficient value of -0.442, and obtains a significant influence with a p-value <0.05 equal to 0.003. Thus, H4 is accepted. This result can indicate that high or low job satisfaction in this study can be determined by workload. In this case, it can be seen from the excessive work and pressure from superiors, which has a fairly high average value, that employees feel the workload is too heavy and the targets achieved are too high in this indicator. With that, a high workload can reduce the sense of satisfaction felt by employees. Job satisfaction can be created through the comfort felt by employees and is characterized by employees becoming more disciplined and responsible in doing every job they do. However, the large workload borne by employees can reduce employee satisfaction. These results follow the results of research from Sutikno (2020), Pradana & Salehudin (2015), Zaki (2016), and Udriyah et al. (2018).

The Effect of Career Development on Job Satisfaction

Based on testing the hypothesis in Table 6, career development positively affects job satisfaction, as evidenced by the resulting coefficient value of 0.363 and obtaining a significant influence with a p-value <0.05 equal to 0.008. Thus, H5 is accepted. The better the career development, the higher the job satisfaction of employees. This result shows that employees need help to develop their careers at PT Taiyo Sinar Raya Teknik. This is what makes employees dissatisfied with the company because the company does not allow employees to develop their careers and does not pay attention to the ability of employees in their work. These results are the results of research from Handoko & Rambe (2018), Olivia (2020), Palupi (2018), and Dewi & Nurhayati (2021).

The Effect of Job Satisfaction Can Mediate Workload Against Turnover Intention

The results of testing the closest hypothesis in Table 6 show that the job satisfaction variable becomes a mediator variable between the effect of workload on turnover intention. These results show that the relationship between job satisfaction and the effect of workload on turnover intention are p-values <0.05 ,

which is 0.013, and obtain a coefficient value of 0.190. Thus it can be concluded that H6 is accepted; namely, the job satisfaction variable mediating the workload variable on turnover intention can be accepted. This result means that a high workload can affect employee job satisfaction, so it can also affect turnover intention. The high workload associated with the large number of tasks that must be completed immediately and long working hours will directly impact employee fatigue which in turn results in employee discomfort, which makes employees feel stressed and affects employee job satisfaction. As a result, employees will seek better jobs because they are dissatisfied with the job they are currently doing. A high workload reduces job satisfaction, makes employees uncomfortable and bored, and increases employees' desire to leave the workplace or company. These results are under the results of research from Pradana & Salehudin (2015), Novel & Marchyta (2021), Apriyanto & Haryono (2020), Nitasari (2022), and Sutikno (2020).

Job Satisfaction Can Mediate Career Development Against Turnover Intention

The test results on the closest hypothesis in Table 6 show that the job satisfaction variable becomes a mediator variable between the influence of career development on turnover intention. These results show that the relationship between job satisfaction and the influence of career development on turnover intention are p-values <0.05, equal to 0.047, and obtain a coefficient value of -0.156. Thus, it can be concluded that H7 is accepted. This finding means that in the relationship, job satisfaction can be influenced by existing career development at the company and will have an impact on employees not doing turnover intention. Good and clear career development can trigger an increase in job satisfaction for PT Taiyo Sinar Raya Teknik employees, and this will have an impact on reducing the desire of employees to leave. Career development received by employees is expected to provide job satisfaction. Because job satisfaction can improve work performance, job satisfaction obtained will be a motivation to work so that work will be more enjoyable and will reduce the desire of employees to leave their jobs. However, if the career development expected by employees is not under their expectations, they will become dissatisfied. Proven to make employees have the desire to move. The results of the research follow previous research by Saklit (2017), Palupi (2018), Olivia et al. (2020), and Sismawati & Lataluva (2020).

6. Conclusion

Based on the discussion results in this study, it can be concluded that workload negatively and significantly affects job satisfaction. This discussion means that a high workload can reduce the job satisfaction felt by employees; Career Development has a positive and significant effect on Job Satisfaction. Career development is one-factor affecting job satisfaction; Job Satisfaction has a negative and significant effect on Turnover Intention. High job satisfaction can reduce employee turnover intention; Workload positively and significantly affects Turnover Intention. A high workload can cause employees to want to do turnover intention; Career Development has a negative and significant effect on Turnover Intention. Career development is one-factor influencing job satisfaction at PT Taiyo Sinar Raya Teknik; Job Satisfaction can mediate Workload on Turnover Intention. That is, the high workload comes from the large number of tasks that must be completed immediately, and long working hours make employees tired so that the impact on employees is uncomfortable, which has an impact on decreasing the level of employee job satisfaction. This finding can cause employees to intend to do a new job search; Job Satisfaction can mediate Career Development on Turnover Intention. Job satisfaction is one factor influencing career development that can cause employees to want to do turnover intention at PT Taiyo Sinar Raya Teknik.

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