

ABSTRACT

PUSPITA SARI. "THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT (POS) AND WORK-STRESS TO TURNOVER INTENTION (CASE STUDY ON TEACHERS IN THE SCHOOL X)".

xvi pages, 75 pages, 1 figure, 22 tables.

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This research examines the effect of Perceived Organizational Support (POS) and work-stress to turnover intention. Perceived Organizational Support using theory by Eisenberger. Work-stress using theory by Wilkins and Beaudet, and turnover intention using theory by Hom, Griffeth, Sellaro, and Hess.

In this research using primary data and the data collections technique by distributing questionnaires to employees who work as teachers. The sampling method in this research based on population research. From 81 distributed questionnaires, only 73 questionnaires are returned and can be analyzed. The analysis used in this research is descriptive analysis and verified using multiple regression method and linear regression method. Subsequent, data processing performed by SPSS Version 13.

The result showed that POS and work-stress were related to turnover intention. Perceived Organizational Support (POS) were also negatively related to work-stress. Therefore it can be concluded that POS and work-stress could predict turnover intention.

Keyword : *Perceived Organizational Support (POS), Work-stress, Turnover Intention*

Reference list: *58 (1978 – 2009)*