

THE MODERATING ROLE OF GRIT ON THE RELATIONSHIP BETWEEN STRES KERJA AND TURNOVER INTENTION

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Abstract

The aim of this study is to determine grit's role as a moderator in correlation between stres kerja and turnover intention. This study involved 186 participants aged 21-36 years old who are working in banking industry, using convenience sampling technique. Based on hypothesis using Spearman Correlation, it found that grit play role as a moderator in correlation between stres kerja and turnover intention. The result of this study indicates that if subjects have a high level of grit, then there is no correlation between stres kerja and turnover intention. Otherwise, if subjects have a low level of grit, there is a correlation between stres kerja and turnover intention ($p=0.008 < 0.05$).

Keywords: Turnover Intention, Job Stress, Grit