

**THE EFFECT OF PSYCHOLOGICAL WORK ENVIRONMENT AND
WORKLOAD ON TURNOVER INTENTION WITH WORK STRESS AS
AN INTERVENING VARIABLE IN EMPLOYEE OF PT BANK RAKYAT
INDONESIA CIK DITIRO YOGYAKARTA BRANCH OFFICE**

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ABSTRAKSI

This study aims to determine the influence of psychological work environment and workload on turnover intention and work stress as an intervening variable. The sample that will be used in this study is 103 employees of PT Bank Rakyat Indonesia Cik Ditiro Yogyakarta Branch Office. This study used non-probability sampling method, where the sampling technique used is proportionate stratified random sampling. The data analysis technique used is path analysis and sobel test. This study uses a quantitative approach using survey methods, information and data were collected through a questionnaire. The results of this study indicate that: 1) Psychological work environment has no effect on turnover intention at PT Bank Rakyat Indonesia Cik Ditiro Yogyakarta Branch Office, 2) Workload has no effect on turnover intention at PT PT Bank Rakyat Indonesia Cik Ditiro Yogyakarta Branch Office, 3) Work stress does not mediate the influence of psychological work environment on turnover intention at PT Bank Rakyat Indonesia Cik Ditiro Yogyakarta Branch Office, 4) Work stress does not mediate the influence of workload on turnover intention at PT Bank Rakyat Indonesia Cik Ditiro Yogyakarta Branch Office.

Keyword: Psychological Work Environment, Non-Physical Work Environment, Workload, Work Stress, and Turnover Intention.