***ABSTRACT***

*Turnover intention is an intuition and desire of an employee to leave a job, unit, or company. The purpose of this study is to determine the effect of work stress and job satisfaction on employee turnover intention. This study uses an associative method, a quantitative approach with a data collection method using a questionnaire. The population of this study is all employees of PT. Pegadaian Cabang Palembang. The sampling technique is purposive sampling with the criteria of PT. Pegadaian Cabang Palembang which is oriented towards achieving company targets, this research sample is 30 respondents. The data analysis technique in this study uses SPSS for windows version 22 as a test tool.*

*Based on the results of the determination coefficient (R2) test, it can be concluded that employee turnover intention can be explained by work stress and job satisfaction of 83.1%. The results of this study show that partially work stress has a significant influence on employee turnover intention with a significant value of 0.000 (0.000 < 0.05). On the other hand, partially job satisfaction did not have a significant effect on employee turnover intention with a significant value of 0.167 (0.167 > 0.05). Simultaneously, there was an influence of work stress and job satisfaction variables on employee turnover intention with a significant value of 0.000 (0.000 < 0.05).*

***Keywords: Work Stress, Job Satisfaction, Turnover Intention***