

ABSTRACT

The electronics manufacturing industry is one type of industry in Indonesia that has a significant function in the economy, the electronics manufacturing industry can help increase the welfare of the population and generate jobs, especially in West Java. In order to realize the program that has been prepared and achieve the desired goals, one of the tips that can be tried is to reduce the employee's intention to leave to a minimum.

This research uses Kismiati's Work Environment theory (2019), Nur's Role Conflict, Ismi (2017) and Cahyani & Frianto's Work Stress (2019). The purpose of this study is to analyze the influence of the work environment, role conflict, work stress on intention to leave. At PT Sharp Electronics Indonesia in the REF, TV, WM division. Quantitative type research according to Sugiyono (2018) quantitative method is a method based on the philosophy of positivism. The sampling technique chosen by the researcher is probability sampling. The analysis used is path analysis.

The results of the study on hypothesis testing (H1) showed that the value of the positive and insignificant influence between the work environment on intention to leave was rejected. In the hypothesis test (H2) it shows that the value of the positive and significant influence between the work environment on work stress is accepted. In the hypothesis test (H3) it shows a positive and significant influence value between role conflict on intention to leave is accepted. In the hypothesis test (H4) it shows that the value of positive and significant influence between role conflict on work stress is accepted. In the hypothesis test (H5) it shows a positive and significant influence value between work stress on intention to leave is accepted. The calculation of the total effect of work environment variables and role conflict on employee intention to leave with work stress has a positive and significant effect, while the rest is explained by other variables or errors. Through the Sobel test where the variable of work stress mediates the work environment on intention to leave, while work stress mediates role conflict on intention to leave.

Keywords: *Influence of the Work Environment, Role Conflict, Intentions
Quit, Work Stress*