

ABSTRACT

Turnover Intention is a major challenge that can disrupt the productivity and stability of a company's operations. Excessive workload is often the main trigger for turnover, while low levels of work discipline can weaken the condition. This study aims to analyze the effect of workload and work discipline on employee turnover at PT. Gonusa Prima Distribution West Java Region. This study uses a quantitative method with the Partial Least Square - Structural Equation Modeling (PLS-SEM) approach. The research stages include developing a conceptual framework, collecting data through questionnaires, and designing a model analysis using SmartPLS software version 3.0. This study is expected to provide insight into the relationship between workload, work discipline, and turnover intention, so that it can be a basis for companies to design effective strategies in creating a more conducive work environment and improving employee performance.

Keywords: *Workload, Work Discipline, Turnover Intention.*