

### **Abstrak**

Penelitian ini dilakukan berdasarkan temuan mengenai besarnya *turnover* pada RS Mokopido Sulawesi Tengah, dimana tujuan utama dari penelitian ini adalah untuk mencari pengaruh dari *work-family conflict*, *workload*, *work environment* dan *job satisfaction* terhadap *turnover intention* pada SDM di RS Mokopido Sulawesi Tengah. Penelitian ini bersifat kuantitatif dengan teknik pengumpulan data yang digunakan adalah kuesioner, jumlah sampel yang digunakan sebanyak 171 responden, teknik analisis data yang digunakan adalah PLS-SEM dengan menggunakan aplikasi statistik SmartPLS. Hasil penelitian menemukan bahwa *work family conflict* berpengaruh signifikan dan positif terhadap *turnover intention*, *workload* berpengaruh positif dan signifikan terhadap *turnover intention*, *work environment* tidak berpengaruh signifikan terhadap *turnover intention* dan *job satisfaction* berpengaruh positif dan signifikan terhadap *turnover intention*.

### **Kata Kunci:**

*Work-family conflict*, *workload*, *work environment*, *job satisfaction*, *turnover intention*, RS X, Sulawesi Tengah.



**Abstract**

This research was conducted based on findings regarding the high turnover at Mokopido Hospital Central Sulawesi. The primary objective of this study is to examine the influence of work-family conflict, workload, work environment, and job satisfaction on turnover intention among healthcare workers at Mokopido Hospital Central Sulawesi. This is a quantitative study utilizing a questionnaire for data collection, with a sample size of 171 respondents. The data analysis technique used is PLS-SEM with the SmartPLS statistical application. The results of the study found that work-family conflict has a significant and positive effect on turnover intention, workload has a significant and positive effect on turnover intention, work environment does not have a significant effect on turnover intention, and job satisfaction has a significant and positive effect on turnover intention.

**Keywords:** Work-family conflict, workload, work environment, job satisfaction, turnover intention, Mokopido Hospital, Central Sulawesi.

