

ABSTRAK

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PENGARUH *WORK STRESS*, *WORK ENVIRONMENT*, *COMPENSATION* DAN *ORGANIZATIONAL SUPPORT* TERHADAP *TURNOVER INTENTION* DENGAN *JOB SATISFACTION* SEBAGAI VARIABEL MEDIATOR PADA PERAWAT DI RUMAH SAKIT HERMINA PALEMBANG.

(xvii+164 halaman; 23 gambar; 38 tabel; 10 lampiran)

Penelitian ini bertujuan untuk menganalisis *Work Stress*, *Work Environment*, *Compensation*, dan *Organizational Support* terhadap *Turnover Intention* dengan *Job Satisfaction* sebagai variabel mediator pada perawat di RS Hermina Palembang. Metode penelitian yang digunakan adalah kuantitatif dengan analisis *Structural Equation Modelin* (SEM) melalui pendekatan *Partial Least Square* (PLS) dengan teknik *purposive random sampling*, melibatkan 146 perawat sebagai responden. Hasil analisis menunjukkan bahwa *Work Stress*, *Work Environment*, *Compensation*, dan *Organizational Support* memiliki pengaruh positif dan signifikan terhadap *Job Satisfaction*. Selain itu, *Job Satisfaction* juga berperan sebagai mediator yang signifikan dalam hubungan antara *Work Stress*, *Work Environment*, *Compensation*, dan *Organizational Support* terhadap *Turnover Intention*. Hasil penelitian menunjukkan bahwa *compensation* memiliki pengaruh signifikan terhadap *job satisfaction* dan *turnover intention*. Selain itu, *job satisfaction* terbukti sebagai mediator signifikan antara faktor *work environment*, *organizational support*, dan *compensation* terhadap *turnover intention*.

Referensi: 105 (2004 – 2024)

Kata Kunci: Kepuasan Kerja, Stres Kerja, Lingkungan Kerja, Dukungan Organisasi, Kompensasi, *Turnover Intention*, Rumah Sakit, Tenaga Kesehatan, Perawat

ABSTRACT

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THE INFLUENCE OF WORK STRESS, WORK ENVIRONMENT, COMPENSATION, AND ORGANIZATIONAL SUPPORT ON TURNOVER INTENTION WITH JOB SATISFACTION AS A MEDIATING VARIABLE AMONG NURSES AT HERMINA HOSPITAL PALEMBANG.

(xvii+164 pages; 23 figures; 38 tables; 10 supplements)

This study aims to analyze the effects of Work Stress, Work Environment, Compensation, and Organizational Support on Turnover Intention, with Job Satisfaction as a mediating variable, among nurses at Hermina Hospital Palembang. The research employs a quantitative approach using Structural Equation Modeling (SEM) through Partial Least Square (PLS) and applies a purposive random sampling technique, involving 146 nurses as respondents. The findings reveal that Work Stress, Work Environment, Compensation, and Organizational Support have a positive and significant impact on Job Satisfaction. Furthermore, Job Satisfaction serves as a significant mediator in the relationship between Work Stress, Work Environment, Compensation, and Organizational Support on Turnover Intention. The results highlight that Compensation has a significant influence on both Job Satisfaction and Turnover Intention. Additionally, Job Satisfaction is proven to be a significant mediator between Work Environment, Organizational Support, and Compensation in reducing Turnover Intention.

References: 105 (2004 – 2024)

Keywords: Job Satisfaction, Work Stress, Work Environment, Organizational Support, Compensation, Turnover Intention, Hospital, Healthcare, Nurses