

ABSTRAK

Penelitian ini bertujuan untuk mendeskripsikan dan menganalisis pengaruh stress kerja, lingkungan kerja dan kepuasan kerja terhadap turnover intention pada perawat RSUD dr. Soemodiardjo Purwodadi. Penelitian ini menggunakan kuesioner dengan teknik purposive proportional random sampling dalam penelitian ini adalah perawat pada RSUD dr. Soemodiardjo Purwodadi sebanyak 110 responden.

Berdasarkan hasil penelitian ini menunjukkan bahwa variable lingkungan kerja berpengaruh negative signifikan terhadap stress kerja, stress kerja berpengaruh negative signifikan terhadap kepuasan kerja, lingkungan kerja berpengaruh positif signifikan terhadap kepuasan kerja, stress kerja berpengaruh positif signifikan terhadap turnover intention, lingkungan kerja berpengaruh negative signifikan terhadap turnover intention, kepuasan kerja berpengaruh negatif signifikan terhadap turnover intention.

Kata kunci : *Stres Kerja, Lingkungan Kerja, Kepuasan Kerja, Turnover Intention*

ABSTRACT

This study aims to describe and analyze the effect of work stress, work environment and job satisfaction on turnover intention in nurses of RSUD dr. Soemodiardjo Purwodadi. This study uses a questionnaire with a purposive proportional random sampling technique in this study is a nurse at RSUD dr. Soemodiardjo Purwodadi as many as 110 respondents.

Based on the results of this study indicate that work environment variables have a significant negative effect on work stress, work stress has a significant negative effect on job satisfaction, work environment has a significant positive effect on job satisfaction, work stress has a significant positive effect on turnover intention, work environment has a significant negative effect on turnover intention, job satisfaction has a significant negative effect on turnover intention.

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