

ABSTRACT

Human resources have an important role in determining the success of a company, therefore maintaining human resources to make they do not want to quit jobs (Turnover Intention) is one of the main focuses of a company. Organizational Justice and Spiritual Management are factors that can reduce Turnover Intention, besides that Employee Engagement and Locus of Control also have an influence on the incidence of Turnover Intention in a company. This study aims to determine the role of Organizational Justice and Spiritual Management in an effort to reduce the occurrence of Turnover Intention with Employee Engagement as an intervening variable and Locus of Control as moderation at Sultan Agung Islamic Hospital, Semarang. This type of research is an associative explanatory, and data collection uses questionnaire with a proportional random sampling technique, with a total of 125 respondents. Analysis of the data used in this study is structural equation modeling with the AMOS method. Based on data analysis, the results show that Organizational Justice and Spiritual Management are able to reduce Turnover Intention, and Employee Engagement is able to mediate Organizational Justice and Spiritual Management in overcoming Turnover Intention problems, but Locus of Control is not sufficiently able to moderate in reducing Turnover Intention.

Keywords— Organizational Justice, Spiritual Management, Employee Engagement, Turnover Intention

ABSTRAK

Sumber daya manusia mempunyai peran penting dalam menentukan keberhasilan suatu perusahaan, oleh sebab itu menjaga sumber daya manusia agar tidak ingin berpindah kerja (*Turnover Intention*) menjadi salah satu fokus utama sebuah perusahaan. *Organizational Justice* dan *Spiritual Management* merupakan faktor-faktor yang dapat menurunkan terjadinya *Turnover Intention*, selain itu *Employee Engagement* dan *Locus of Control* juga memiliki pengaruh terhadap kejadian *Turnover Intention* di sebuah perusahaan. Penelitian ini bertujuan untuk mengetahui peran *Organizational Justice* dan *Spiritual Management* dalam upaya menurunkan terjadinya *Turnover Intention* dengan *Employee Engagement* sebagai variabel intervening dan *Locus of Control* sebagai moderasi di Rumah Sakit Islam Sultan Agung, Semarang. Jenis penelitian ini adalah eksplanatory yang bersifat asosiatif, dan pengumpulan data menggunakan kuisioner dengan teknik *proportional random sampling*, dengan jumlah responden sebanyak 125 orang. Analisis data yang digunakan pada penelitian ini yaitu menggunakan analisis *structural equation modeling* dengan metode AMOS. Berdasarkan analisis data didapatkan hasil bahwa *Organizational Justice* dan *Spiritual Management* mampu menurunkan *Turnover Intention*, dan *Employee Engagement* mampu memediasi *Organizational Justice* dan *Spiritual Management* dalam mengatasi masalah *Turnover Intention*, namun *Locus of Control* tidak cukup mampu memoderasi dalam menurunkan *Turnover Intention*.

Kata kunci— *Organizational Justice, Spiritual Management, Employee Engagement, Turnover Intention*