

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *Leader Member Exchange* dan *Perceived Organizational Support* terhadap *Turnover Intention* dengan *Psychological Stress* sebagai variabel intervening di Rumah Sakit Islam Sultan Agung, yang berlokasi di Semarang. Sampel yang digunakan dalam penelitian ini sebanyak 100 responden, teknik pengambilan sampling yang digunakan dalam penelitian ini adalah *Purposive Sampling* dengan kriteria sampel yang ditetapkan yaitu Perawat yang telah bekerja dengan status pekerjaan sebagai pegawai tetap. Pengumpulan data dilakukan dengan penyebaran kuesioner. Teknik analisis data yang digunakan adalah Analisis Regresi Linier Berganda. Hasil pengujian menunjukkan bahwa *leader member exchange* berpengaruh negatif dan signifikan terhadap *psychological stress*, *perceived organizational support* berpengaruh negatif dan signifikan terhadap *psychological stress*, *psychological stress* berpengaruh positif dan signifikan terhadap *turnover intention*, *leader member exchange* berpengaruh negatif dan signifikan terhadap *turnover intention*, *perceived organizational support* berpengaruh negatif dan signifikan terhadap *turnover intention*.

Kata Kunci : *Leader Member Exchange, Perceived Organizational Support, Psychological Stress, Turnover Intention*

ABSTRACT

The purpose of this study was to determine the effect of Leader Member Exchange and Perceived Organizational Support on Turnover Intention with Psychological Stress as intervening in the Rumah Sakit Islam Sultan Agung, located in Semarang. The sample of study were 100 respondents, the sampling technique used in this study was purposive sampling with established sample criteria, namely nurses who have worked with full-time employment status. Data collection is done by distributing questionnaires. The data analysis technique used is Multiple Linear Regression. The test result get that the influence of leader member exchange has a negative and significant effect on psychological stress, perceived organizational support has a negative and significant effect on psychological stress, psychological stress has a positive and significant effect on turnover intention, leader member exchange has a negative and significant effect on turnover intention, perceived organizational support has a negative and significant effect on turnover intention.

Keywords : *Leader Member Exchange, Perceived Organizational Support, Psychological Stress, Turnover Intention*

