

ABSTRAK

Analisis Faktor-Faktor Penentu *Trunover Intention* Karyawan Di Rumah Sakit Yarsi Tahun 2020

Tujuan penelitian ini adalah diketahuinya analisis faktor-faktor penentu *trunover intention* karyawan di Rumah Sakit Yarsi Tahun 2020. Metode penelitian yang digunakan SEM PLS. Hasil penelitian menunjukkan bahwa ada pengaruh budaya organisasi dengan *organizational citizenship behavior* (OCB), tidak ada pengaruh budaya organisasi dengan *turnover intention*, tidak ada pengaruh *employee engagement* dengan *organizational citizenship behavior*, ada pengaruh *employee engagement* dengan *turnover intention*, ada pengaruh kepuasan kerja dengan *organizational citizenship behavior* (OCB), tidak ada pengaruh kepuasan kerja dengan *turnover intention*. tidak ada pengaruh komitmen organisasi dengan *organizational citizenship behavior* (OCB), ada pengaruh komitmen organisasi dengan *turnover intention* dan tidak ada pengaruh *organizational citizenship behavior* (OCB) dengan *turnover intention*. Disarankan untuk Rumah Sakit Yarsi 1) mengupayakan atau menstimulasi agar karyawan memiliki tujuan yang sama dengan tujuan organisasi demi tercapainya tujuan yang ditetapkan dan memberi kesempatan kepada karyawan untuk menjaga komunikasi dan berdiskusi tentang masalah-masalah pekerjaan

Kata Kunci : *Turnover Intention*, Budaya Organisasi, Komitmen Organisasi, Kepuasan kerja, *Employee Engagement* dan *Organizational Citizenship Behavior* (OCB).

ABSTRACT

Analysis of Determinants of Employee Trunover Intention at Yarsi Hospital in 2020

The purpose of this study is to know the analysis of the determinants of employee trunover intention at Yarsi Hospital in 2020. The research method used SEM PLS. The results showed that there is an influence of organizational culture on organizational citizenship behavior (OCB), there is no influence of organizational culture with turnover intention, there is no influence of employee involvement with organizational citizenship behavior, there is an influence of employee involvement with turnover intention, there is an effect of job satisfaction with organizational citizenship. behavior (OCB), there is no effect of job satisfaction with turnover intention. There is no influence of organizational commitment on citizen organizational behavior (OCB), there is organizational influence with turnover intentions and no influence on organizational citizen behavior (OCB) with turnover intentions. It is recommended for Yarsi Hospital: to strive or stimulate employees to have the same goals as the organization's goals in order to achieve the goals set and provide opportunities for employees to maintain communication and discuss work problems.

Keywords: Turnover Intention, Organizational citizen behavior (OCB), Organizational Cultur, Employee Involvement, Job Satisfaction and Organizational Commitment.