

INTISARI

Penelitian ini bertujuan untuk menganalisis pengaruh *work family conflict* terhadap *turnover intention* dengan kepuasan kerja dan komitmen organisasi sebagai intervening. Subyek dalam penelitian ini adalah perawat inap wanita RSUD Wates. Jumlah sampel yang digunakan sebanyak 111 responden dengan menggunakan metode purposive sampling. Teknik analisis yang digunakan untuk pengujian ini adalah SEM (Structural Equation Modeling) dengan menggunakan software AMOS versi 22.

Berdasarkan analisis yang telah dilakukan diperoleh hasil bahwa *work-family conflict* berpengaruh negatif terhadap kepuasan kerja, *work-family conflict* berpengaruh negatif terhadap komitmen organisasi, kepuasan kerja berpengaruh positif terhadap komitmen organisasi, kepuasan kerja berpengaruh negatif terhadap *turnover intention*, kepuasan kerja berpengaruh negatif terhadap *turnover intention*, *work-family conflict* secara langsung berpengaruh positif terhadap *turnover intention*, *work-family conflict* berpengaruh positif terhadap *turnover intention* melalui kepuasan kerja, serta *work-family conflict* berpengaruh positif terhadap *turnover intention* melalui komitmen organisasi pada RSUD Wates.

Kata Kunci: *work family conflict*, kepuasan kerja, komitmen organisasi dan *turnover intention*

ABSTRACT

This research aims to analyze the influence of work family conflict to the turnover intention with the job satisfaction and organizational commitment as an intervening. Subject in this research was the female nurse . In this research, the sample used 111 respondents were selected using purposive sampling. Data analysis technique used SEM (Structural Equation Modeling) with AMOS version 22 software.

Based on the analysis that have been made the results the influence of work family conflict to job satisfaction were negative. Work family conflict to the organizational commitment were negative. Job satisfaction to organizational commitment were positive. Job satisfaction to turnover intention were negative. Organizational commitment to turnover intention were negative. Work family conflict to turnover intention were positive. Work family conflict to turnover intention were positive through mediation of job satisfaction. And also work family conflict to turnover intention were positive through mediation of organisational commitment at Wates Hospital.

Keywords : Work family conflict, job satisfaction, organizational commitment and turnover intention.