

## INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh stres kerja terhadap *job involvement* secara parsial, pengaruh *job involvement* terhadap *turnover intention* secara parsial, pengaruh stres kerja terhadap *turnover intention* secara parsial, seberapa besar pengaruh secara langsung stres kerja terhadap *turnover intention* dengan pengaruh secara tidak langsung stres kerja terhadap *turnover intention* melalui *job involvement*.

Penelitian ini dilakukan di RS PKU Muhammadiyah Yogyakarta. Jumlah sampel dari penelitian ini adalah 125 perawat RS PKU Muhammadiyah Yogyakarta. Analisis data menggunakan Structural Equation Modeling (SEM) dengan AMOS 22. Hasil penelitian Ini menunjukkan bahwa stres kerja mempengaruhi *job involvement* secara parsial, *job involvement* mempengaruhi *turnover intention* secara parsial, stres kerja mempengaruhi *turnover intention* secara parsial. Pengaruh stres kerja terhadap *turnover intention* lebih besar dari pada pengaruh tidak langsung stres kerja terhadap *turnover intention* melalui *job involvement*.

**Kata Kunci: Stres Kerja, Job Involvement, Turnover Intention**

## **ABSTRACT**

*This study aims to determine the effect of work stress on job involvement partially, the influence of job involvement on turnover intention partially, the effect of work stress on turnover intention partially, how much direct influence of work stress on turnover intention with the indirect effect of work stress on turnover intention through job involvement.*

*This research was conducted at PKU Muhammadiyah Hospital in Yogyakarta. The number of samples from this study were 125 nurses at PKU Muhammadiyah Yogyakarta Hospital. Data analysis using Structural Equation Modeling (SEM) with AMOS 22. The results of this study indicate that work stress affects job involvement partially, job involvement affects turnover intention partially, work stress affects turnover intention partially. The effect of work stress on turnover intention is greater than the indirect effect of work stress on turnover intention through job involvement.*

***Keywords: Job Stress, Job Involvement, Turnover Intention***