

INTISARI

Penelitian ini bertujuan untuk menganalisis pengaruh *job involvement* terhadap *turnover intention* melalui komitmen organisasi sebagai variabel mediasi di Rumah Sakit PKU Muhammadiyah Temanggung. data diperoleh dari penyebaran kuesioner terhadap seluruh perawat medis di PKU Muhammadiyah Temanggung. teknik analisis dalam penelitian ini termasuk uji validitas, uji reliabilitas, uji asumsi klasik dan analisis jalur. Hasil penelitian ini menunjukkan adanya pengaruh *job involvement* terhadap komitmen organisasi positif signifikan, pengaruh *job involvement* terhadap *turnover intention* negatif, pengaruh komitmen organisasi terhadap *turnover intention* negatif signifikan, dan pengaruh *job involvement* terhadap *turnover intention* melalui komitmen organisasi sebagai variabel mediasi berpengaruh negatif.

Kata kunci: *Job Involvement*, Komitmen Organisasi, *Turnover Intention*.

ABSTRACT

This study aims to analyze the effect of job involvement on turnover intention through organizational commitment as a mediating variable at PKU Muhammadiyah Temanggung Hospital. obtained from distributing questionnaires to all medical nurses at PKU Muhammadiyah Temanggung. Research analysis techniques include validity test, reliability test, classic assumption test and path analysis. The results showed that there was an effect of job involvement on significant positive organizational commitment, job involvement on negative turnover intention, organizational commitment on significant negative turnover intention, and job involvement on turnover intention through organizational commitment as a mediating variable having a negative effect.

Keywords: *Job Involvement, Organizational Commitment, Turnover Intention.*