

ABSTRACT

The sustainability of the organization can be determined through many factors, one of which is turnover intention. Ensure the high to leave the company, causing the organization will lose a workforce that has high quality and lead to a lot of training for various training, this causes serious problems in the organization. retaining a qualified and productive workforce is very beneficial for any organization to employ. In this study, a minimum sample of 240 respondents was used and the sample of this study used 250 non-civil servant employees at RSUD RAA SOEWONDO Pati. In this study, the technique of Structural Equation Modeling (SEM) analysis will be used. The tool for processing data in this study is using the AMOS 26 structural equation modeling (SEM) program. SEM is a statistical technique that can examine latent variables, indicator variables and incorrect measurements. The results of this study explain that the variables of Leadership, Organizational Culture and Personality have a positive effect on Turnover Intention.

Keywords: *Leadership, Organizational Culture, Personality, Turnover Intention*