

## **ABSTRACT**

*The purpose of this study is to analyze the effect of perceived organizational support on intention to quit, self efficacy on intention to quit, perceived organizational support on employee engagement, self efficacy on employee engagement and employee engagement on intention to quit.*

*The object of this study are nurses at Sultan Agung Islamic Hospital (RSI-SA) Semarang. The sample technique used is convenience sampling, with sample size of 119 nurses. Data are collected through distributing questionnaires. The analysis technique used is SEM (structural equation modeling) by AMOS 24.*

*The results of testing the proposed hypothesis indicate that perceived organizational support has a negative and significant effect on intention to quit, it can be concluded that hypothesis 1 (H1) is accepted. Self efficacy has a positive effect on intention to quit, it can be concluded that hypothesis 2 (H2) is rejected. Perceived organizational support has a positive and significant effect on employee engagement, it can be concluded that hypothesis 3 (H3) is accepted. Self efficacy has no effect on employee engagement, it can be concluded that hypothesis 4 (H4) is rejected. Employee engagement has a negative and significant effect on intention to quit, it can be concluded that hypothesis 5 (H5) is accepted.*

*Keywords: Perceived Organizational Support, Self Efficacy, Employee Engagement, Intention to Quit*