ABSTRACT

The empirical phenomena found in the Hospital of Panti Wilasa Citarum Semarang showed that in 2008 there were 28.1% of nurses who resigned, in 2009 27.5% nurses were out, and in 2010 there were 26.7% of nurses who also quit. This indicates that the nurse turnover rate in the hospital of Panti Wilasa Citarum included in high category. Referring to the findings, the formulated problem of this study is "How to reduce the nurse turnover intention in the hospital of Panti Wilasa Citarum Semarang?"

To answer the research problem, an approach with four variables that include leadership, equity compensation, job satisfaction, and turnover intention is used. The data needed to examine the influence between variables was obtained through a questionnaire distributed to 135 nurses at the hospital of Panti Wilasa Citarum Semarang. Then the data collection was analyzed using Structural Equation Modeling (SEM).

The results of hypothesis testing showed that leadership is statistically proven to have possitive no significant effect on job satisfaction of nurses in the hospital of Panti Wilasa Citarum Semarang, equity compensation is statistically proven to have a possitive significant effect on job satisfaction of nurses in the hospital of Panti Wilasa Citarum Semarang, job satisfaction is statistically proven to have possitive no significant effect on turnover intention of nurses in the hospital of Panti Wilasa Citarum Semarang, leadership is statistically proven to have possitive no significant effect on turnover intention of nurses in the hospital of Panti Wilasa Citarum Semarang, and equity compensation are statistically proven to have possitive no significant effect on turnover intention of nurses in the hospital of Panti Wilasa Citarum Semarang.

Keywords   : leadership, equity compensation, job satisfaction, turnover intention