

ABSTRACT

Performance of a hospital is determined by the condition and behavior of the company's employees are no exception nurses. One form of behavior that cannot be prevented nurses is the desire to get out (intention to quit) that led to the nurse's decision to leave his job . The level of intention to quit high nurse can lead to hospital become ineffective because of the pain of losing experienced nurses and new nurses need to recruit again.

This study aimed to analyze the effect of work stress variables and job satisfaction on intention to quit nursing. This research was conducted at Dr. RSJD. Amino Gondohutomo Semarang. The number of samples is determined by 70 respondents using simple random sampling method and measurement questionnaire with Likert scale. Data analysis methods are used path analysis with the help of the program as SPSS.

Results of testing of hypothesis, suggests that work stress variables negatively affect the job satisfaction of nurses. Job stress has positive influence on intention to quit nursing. Job satisfaction negatively affect intention to quit nursing . The results of the small total determination coefficient indicates that the ability of the independent variables (work stress)in explaining the dependent variable (job satisfaction of nurses) and independent variables (job stress and job satisfaction) in explaining the dependent variable (intention to quit nurses) are very limited. Path Analysis of the results showed that the greater the effect of job stress on intention to quit if through the variable job satisfaction.

Keywords:Performance, Intention to Quit, Job Stress, Job Satisfaction