

ABSTRACT

The high psychological climate of every employee at the William Booth Hospital in the City of Semarang can certainly reduce the level of desire to leave. This research was conducted by analyzing the factors that influence the Desire to Leave at the Employees of William Booth Hospital in Semarang, namely the Person-Organizational Fit and Psychological Climate variables as intervening. Departing from the research problem is how to reduce the level of desire to get out through the Psychological Climate and the factors that influence the Psychological Climate, namely Person-Organization Fit.

The sample of this study was 155 respondents from a total population of 289. The determination of the sample was carried out using the Proportionate Stratified Random Sampling technique, which is a technique used if the population has members that are not homogeneous and proportionally stratified. The population consisted of 289 people who could be classified according to type of work, namely paramedics = 130, medical support = 101, non-medical = 58 (stratified population). The respondents in this study were employees of the Semarang City William Booth Hospital. The tool used to analyze data is AMOS with the Structural Equation Modeling (SEM) method.

The results of this study indicate that overall the hypothesis can be accepted while in this study there are three research hypotheses. The factors that significantly influence positively on Psychological Climate are Person-Organization Fit and the factors that have a significant negative direct effect on Desire to Leave, namely Person-Organization Fit, and Psychological Climate.

Keywords: *Person-Organization Fit, Psychological Climate and Turnover intention*