

ABSTRACT

The high rate of nurse turnover is still a challenge for health service provider. High turnover rate can negatively impact organization's effectivity and productivity of its services. This research aims to examine and analyze the impact of workplace spirituality and ethical climate on organizational commitment and turnover intention of Sultan Agung Islamic Hospital's (RSISA) nurse. This research uses quantitative method with SEM analysis and AMOS as the software. Sample of this research are RSISA's inpatient nurses who have 1 year minimum service period, namely 165 nurses. Results of this study indicate that workplace spirituality has positive significant impact on organizational commitment, workplace spirituality has negative significant impact on turnover intention, ethical climate has positive significant impact on organizational commitment, ethical climate has negative significant impact on turnover intention, and organizational has negative significant impact on turnover intention.

Key words: Turnover, Turnover Intention, Nurse, Workplace Spirituality, Ethical Climate, Organizational Commitment