

## **ABSTRACT**

*This study aims to analyze the effect of work family conflict and transformational leadership variables on the intention to quit female nurses through burnout as an intervening variable at the Blora Regional Hospital. The independent variables are work family conflict and transformational leadership, for the dependent variable intention to quit is used, and the intervening variable is burnout. The population used in this study were 117 female nurses at the Blora Regional Hospital. The sample used was 107 female nurses at Blora Hospital.*

*This type of research used in this research is quantitative research. In this study the sampling technique used was nonprobability sampling with purposive sampling technique. The research data were collected through distributing questionnaires to 107 female nurses. Measurements in the questionnaire used a seven-point Likert scale.*

*The research data analysis technique used the IBM SPSS 25 application with the path analysis method. The data analysis used was validity test, reliability test, classical assumption test, determination coefficient test, F test, t test, and sobel test to determine the effect of mediation. The research found that all the hypotheses in this study have been proven. The sampling method in this study uses to consider the characteristics set with an error rate of 5%. In accordance with the stated objectives, in this study five hypotheses were formulated which indicated that the variable work family conflict was positively and significantly related to the intention to quit and burnout. Transformational leadership has a significant and negative effect on intention to quit and burnout. In addition, research shows that the burnout variable mediates the relationship between work family conflict and transformational leadership on intention to quit.*

*Keywords: Work Family Conflict, Transformational Leadership, Burnout, Intention to Quit*