

ABSTRACT

The purpose of this research is to investigate the effects of role stressor on employee satisfaction to decrease intention to quit. Using these variables, for instance Sullivan dan Bhagat (1992); Jamal (1997); Eric.S et.a.l (2001); Irvin dan Evans (1995); dan Ngo (2005), discovered effect role stressor toward employee satisfaction to decrease intention to quit.

The study was conducted at RS Roemani Semarang, the sample size is about 175 employee, using the Structural Equation Modelling (SEM). The results show that role stressor has negative significance effect on employee satisfaction and decrease intention to quit.

The effect of role stressor on employee satisfaction is -0,27; The effect of employee satisfaction on intention to quit is -0,27; and The effect of role stressor on intention to quit is 0,23.

Keywords: role stressor, employee satisfaction, and intention to quit