

**EMPLOYEE TURNOVER INTENTION TENDENCY
ANALYSIS WITH ITS INFLUENCE FACTORS IN
MUHAMMADIYAH BABAT HOSPITAL (RSMB)
LAMONGAN BY USING STRUCTURAL EQUATION
MODELLING (SEM) METHOD**

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Abstract

Turnover intentions is the desire of employees to move from one workplace to another workplace. That turnover intentions is a desire to move, not yet reached the stage of realization is to make the transition from one workplace to another workplace. There are several factors that make it happen in turnover intention RSMB is compensation factor, relationship among employees, leadership, work environment and job satisfaction. To determine the factors that influence turnover intention can use the method of Structural Equation Modelling (SEM). SEM is a part of statistical model that describes the relationship between many variable (multiple variable). As a result, the variables that significantly influence the turnover intention is variable leadership. So the lower satisfaction of employees toward the higher levels of leadership turnover intention will happen in RSMB.

Keywords: Turnover Intention, Compensation, Leadership, Relationship Among Employees, Work Environment, Job Satisfaction, Structural Equation Modelling (SM)

