

## ABSTRACT

*This study aims to analyze the effect of job stress on turnover intention, mediated by job satisfaction and presenteeism, among general nurses at Roemani Muhammadiyah Hospital Semarang. A quantitative method was employed using a questionnaire distributed to 268 nurses as respondents. Data were analyzed using Structural Equation Modeling (SEM) with AMOS. The results showed that job stress has a positive effect on both turnover intention and presenteeism, and a negative effect on job satisfaction. Furthermore, presenteeism positively influences turnover intention, while job satisfaction negatively affects it. The findings confirm that both job satisfaction and presenteeism significantly mediate the relationship between job stress and turnover intention. Therefore, hospital management is implied to reduce job stress and presenteeism by fostering a supportive work environment and increasing job satisfaction, in order to retain nurses and improve the quality of healthcare services.*

**Keywords: Job Satisfaction, Job Stress, Presenteeism, Turnover intention**

