

ABSTRACT

The increasing level of job stress has become an important challenge for RS PKU Muhammadiyah Temanggung in maintaining the stability of its nursing workforce. Work pressure arising from patient care demands, workload, time pressure, and professional responsibilities may encourage turnover intention, namely nurses' intention to leave the organization. However, the effect of job stress on turnover intention does not only occur directly. In this study, burnout serves as an important factor that explains how job stress can develop into physical, emotional, and mental exhaustion, which then strengthens nurses' intention to seek employment elsewhere. Therefore, this study aims to analyze the effect of job stress on turnover intention with burnout as a mediating variable among nurses at RS PKU Muhammadiyah Temanggung.

This research employed a quantitative approach using the Structural Equation Modeling, Partial Least Squares method, which was processed using SmartPLS version 4. The sampling technique used was saturated sampling, in which the entire population of nurses who met the predetermined criteria at RS PKU Muhammadiyah Temanggung, totaling 150 respondents, was included in the study. Data were collected through questionnaires adapted from valid indicators based on theories and previous studies. The data were then tested for validity and reliability before conducting structural model analysis. The analysis was carried out to examine the direct and indirect effects among variables, as well as to test the mediating role of burnout.

The results show that job stress has a positive and significant effect on turnover intention. In addition, burnout significantly mediates the relationship between job stress and turnover intention. Thus, it can be concluded that nurses' turnover intention at RS PKU Muhammadiyah Temanggung is not only influenced by job stress, but also by the level of burnout experienced by nurses. These findings provide practical implications for the organization in designing proportional employee management strategies, reducing excessive job stress, and minimizing burnout in order to suppress nurses' intention to leave.

Keywords: Job Stress, Burnout, Turnover Intention

FEB UNDIP