

ABSTRACT

This study aims to examine the effect of Work-Family Conflict on Job Embeddedness with Emotional Exhaustion as a mediating variable among nurses at Roemani Muhammadiyah Hospital Semarang. The background of this study is the fluctuation in the number of nurses resigning during the 2023–2025 period, indicating that the level of nurses' attachment to the organization remains unstable. In addition, previous studies regarding the effect of Work-Family Conflict on Job Embeddedness have shown inconsistent results.

This study employed a quantitative approach with an explanatory research design. The population consisted of all active nurses at Roemani Muhammadiyah Hospital Semarang, totaling 148 respondents, using a saturated sampling technique. Data were collected through questionnaires and analyzed using Partial Least Squares–Structural Equation Modeling (PLS-SEM).

The findings of this study indicate that Work-Family Conflict has an effect on Emotional Exhaustion, and Emotional Exhaustion affects Job Embeddedness. Furthermore, Emotional Exhaustion is able to mediate the effect of Work-Family Conflict on Job Embeddedness. These results indicate that the higher the level of Work-Family Conflict experienced by nurses, the higher the Emotional Exhaustion they feel, which consequently decreases their Job Embeddedness toward the organization. This study is expected to provide theoretical contributions to the development of human resource management literature and serve as a consideration for hospital management in improving employee embeddedness and nurse retention.

Keywords: *Work-Family Conflict, Emotional Exhaustion, Job Embeddedness, Nurses, Hospital.*

SEMARANG
FEB UNDIP