

**PENGARUH KOMITMEN ORGANISASI, *JOB SATISFACTION*
DAN *EMPLOYEE ENGAGEMENT* TERHADAP *TURNOVER INTENTION*
(Studi Pada Karyawan Medis Rumah Sakit Nahdlatul Ulama Jombang)**

ABSTRACT

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This study aims to determine and analyze the effect of organizational commitment, job satisfaction and employee engagement variables on turnover intention of medical employees at the Nahdlatul Ulama Hospital (RSNU) Jombang. This study uses a quantitative approach with explanatory research methods. This research is intended to explain the position of the variables studied and the influence between one variable and another. The population used is the medical staff of the Jombang Nahdlatul Ulama Hospital (RSNU), totaling 155 employees. The sampling technique used is the Accidental Sampling technique. And the sample is determined using the Slovin formula, based on this formula it can be calculated that the sample from the population is 61 respondents. The data analysis method uses validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis testing through t test and coefficient of determination (R^2) with the help of SPSS Version 21. Based on the results of the study, it shows that organizational commitment, job satisfaction and employee engagement have an effect positively and significantly on turnover intention in medical employees of the Nahdlatul Ulama Hospital (RSNU) Jombang.

Keywords : Organizational Commitment, Job Satisfaction, Employee Engagement, Turnover Intention