**ARTIKEL**

**PENGARUH BUDAYA ORGANISASI DAN KOMPENSASI TERHADAP KEPUASAN KERJA SERTA DAMPAKNYA TERHADAP *TURNOVER INTENTION* PERAWAT DI SANTOSA HOSPITAL BANDUNG CENTRAL**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh budaya organisasi dan kompensasi terhadap kepuasan kerja serta dampaknya terhadap *turnover intention* perawat di Santosa Hospital Bandung Central. Hasil penelitian dapat dijadikan sebagai bahan evaluasi dalam mengelola sumber daya manusia terutama perawat agar dapat meningkatkan mutu dan produktivitas pelayanan rumah sakit serta mengurangi angka *turnover intention* perawat.

Metode penelitian yang digunakan adalah analisis deskriptif dan verifikatif. Pengumpulan data yang digunakan adalah wawancara dengan menggunakan kuesioner disertai dengan teknik observasi dan kepustakaan, Pengambilan sampel menggunakan *simple random sampling*. Pengumpulan data di lapangan dilaksanakan pada tahun 2019. Teknik analisis data menggunakan Analisis Jalur.

Hasil penelitian menunjukan bahwa secara umum budaya organisasi, kompensasi, kepuasan kerja dan *turnover intention* secara umum masuk kategori kurang baik. Terdapat pengaruh budaya organisasi dan kompensasi terhadap kepuasan kerja baik secara parsial maupun simultan dan kepuasan kerja berpengaruh negatif terhadap *turnover intention* di Santosa Hospital Bandung Central.

Kata Kunci : Budaya Organisasi, Kompensasi, Kepuasan Kerja, *Turnover Intention*

*ABSTRACT*

*This study aims to determine and analyze the influence of organizational culture and compensation on job satisfaction and its impact on nurse turnover intention at Santosa Hospital Bandung Central. The results of the study can be used as an evaluation material in managing human resources, especially nurses in order to improve the quality and productivity of hospital services and reduce the nurse turnover intention.*

*The research method used is descriptive and verification analysis. Data collection used was interviews using a questionnaire accompanied by observation and literature techniques, sampling using simple random sampling. Data collection in the field was carried out in 2019. Data analysis techniques used Path Analysis.*

*The results showed that in general organizational culture, compensation, job satisfaction and turnover intention were generally classified as unfavorable. There is an influence of organizational culture and compensation on job satisfaction both partially and simultaneously and job satisfaction has a negative effect on turnover intention at Santosa Hospital Bandung Central.*

*Keywords: Organizational Culture, Compensation, Job Satisfaction, Turnover Intention*

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