

THE EFFECT OF BURNOUT SYNDROME ON TURNOVER INTENTION THROUGH ORGANIZATIONAL COMMITMENT

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Abstract: Turnover intention is the tendency or intention of employees to stop working from their jobs voluntarily or move from one workplace to another according to their own choice. This study aims to examine the effect of burnout on turnover intention, organizational commitment to turnover intention and examine the indirect relationship of burnout syndrome to turnover intention through organizational commitment. This type of research is quantitative research. The sampling technique in this study used a probability sampling technique with cluster sampling methods and simple random sampling. The study population was health workers at five hospitals in Surabaya as referrals for Covid-19 patients. The sample is 100 respondents. The data analysis method used is path analysis using the Smart PLS program. The results show that burnout syndrome has an effect on turnover intention. Burnout syndrome has a negative effect on organizational commitment. and organizational commitment have a negative effect on turnover intention. In addition, the results of the indirect effect test show that organizational commitment is able to mediate the relationship between burnout syndrome and turnover intention.

Keywords: burnout syndrom , turnover intention, organizational commitment,
