

ABSTRAK

Penelitian ini bertujuan untuk menginvestigasi Pengaruh *Servant Leadership*, *Perceived Organizational Support* dan *Job Satisfaction* Terhadap *Turnover Intention* Pada Rumah Sakit dr. Fauziah Bireuen. Data untuk penelitian ini dikumpulkan melalui metode survei menggunakan kuesioner sebagai instrumen pengumpulan data. Populasi dalam penelitian ini adalah 61 pegawai Rumah Sakit dr. Fauziah Bireuen. Penelitian ini menggunakan pendekatan kuantitatif dengan analisis regresi linier berganda dengan menggunakan perangkat lunak SPSS (*Statistical Package for the Social Sciences*). Hasil penelitian menunjukkan bahwa secara parsial *Servant Leadership* berpengaruh negative dan signifikan terhadap *turnover intention* Pada Pegawai Rumah Sakit dr. Fauziah Bireuen. secara parsial, *Perceived Organizational Support* berpengaruh negative dan signifikan terhadap *turnover intention* Pada Pegawai Rumah Sakit dr. Fauziah Bireuen. Secara parsial *job satisfaction* berpengaruh negative dan signifikan terhadap *turnover intention* Pada Pegawai Rumah Sakit dr. Fauziah Bireuen. Secara simultan *Servant Leadership*, *Perceived Organizational Support* dan *job satisfaction* berpengaruh positif dan signifikan terhadap *turnover intention* Pada Pegawai Rumah Sakit dr. Fauziah Bireuen.

Kata Kunci: *Servant Leadership*, *Perceived Organizational Support*, *job satisfaction*, *Turnover Intention*

ABSTRACT

This study aims to investigate the Influence of Servant Leadership, Perceived Organizational Support, and Job Satisfaction on Turnover Intention at dr. Fauziah Hospital in Bireuen. Data for this research were collected through a survey method using a questionnaire as the data collection instrument. The population in this study consists of 61 employees of dr. Fauziah Hospital in Bireuen. This study uses a quantitative approach with multiple linear regression analysis using SPSS (Statistical Package for the Social Sciences) software. The results of the study indicate that partially, Servant Leadership has a negative and significant effect on turnover intention among employees of dr. Fauziah Hospital in Bireuen. Partially, Perceived Organizational Support has a negative and significant effect on turnover intention among employees of dr. Fauziah Hospital in Bireuen. Partially, job satisfaction has a negative and significant effect on turnover intention among employees of dr. Fauziah Hospital in Bireuen. Simultaneously, Servant Leadership, Perceived Organizational Support, and job satisfaction have a positive and significant effect on turnover intention among employees of dr. Fauziah Hospital in Bireuen.

Keywords: *Servant Leadership, Perceived Organizational Support, job satisfaction, Turnover Intention*