Influence of Work Stress, Self-Efficacy, and Organizational Commitment to Turnover Intention

by Christina Catur Widayati

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Cristina Catur Widayati   Fifi Fatimah
Economics dan Business Fakulty, Mercu Buana University

Abstract
Turnover is a painful issue in the organizations, in the world of tough competition the organizations try to minimize their turnover ratio and save their cost, turnover cost consists of hiring, recruiting and selecting the employees. The purpose of this study was to explore relations between job stress, self-efficacy, organizational commitment and turnover intention. Participant in the study were 55 nurses from the Patria IKKT Hospital. Data was collected by means of an survey questionnaire. Structural equation models were tested which specified job stress, self-efficacy, and organizational commitment as an exogenous variable and turnover intention as endogenous variables. The data was analyzed by means of Structural Equation Modeling (SEM) with partial least square (PLS 3.00) methods. The results revealed that job stress was positively related to nurse's turnover intention. Self-efficacy was positively related to nurse's turnover intention, and organizational commitment were negatively related to nurse's turnover intention.
Keywords: Job Stress, Self Efficacy, Organizational Commitment, Nurses, Turnover Intention

INTRODUCTION

The ASEAN Economic Community since the end of 2015 opens new challenges for all types of industries to compete, including the healthcare industry. The development of hospitals creates intense competition at health services provision in accordance with community expectations. Retrieved from the website of Indonesian Research Marketing within four years the number of hospitals in Indonesia continues to increase as shown in Table 1.1.

Table 1. Development of Hospitals by Ownership

Description	2010 – 2014				
	2010	2011	2012	2013	2014
Health Ministry	585	614	656	671	704
TNI POLRI	131	134	144	159	166
BUMN / Other Ministry	78	80	78	70	70
Private	838	893	1.195	1.266	1.329
Total	**1.632**	**1.721**	**2.083**	**2.166**	**2.269**

Source: Health Ministry

Based on the data from Table 1 shows that the number of hospitals in Indonesia continues to increase from year to year so that the demand for service delivery to consumers and organization performance must continue to be improved in order to win the competition.

Nurses are one component that plays an important role in the hospital because it has the highest intensity of interaction with patients in providing health services. Conditions and behavior of nurses either directly or indirectly can affect the increase or decrease in hospital productivity. One of the most difficult forms of nurse behavior is intention to quit which leads to the decision to leave the organization.

The current turnover intention phenomenon has become a serious problem for many companies, in addition to lowering productivity of organization, the company must spend a high cost to re-run the recruitment process and training new employees. Shin et al (2013) expressed the desire to move related to organizational factors (high workload, commitment to the organization) and individual characteristics (self efficacy, age, and marital status).

Workload fluctuations are one form of work stress generators. Stress exists in every organization both big and small and influential toward leaving the job. Foon et al (2010) states that job stress occurs when employees feel an imbalance between job demands and their abilities. Self-efficacy is an individual's belief in his ability to perform the tasks or actions necessary to achieve certain outcomes (Ghufron and Risnawati, 2010). The level of self-efficacy or self-efficacy affects the desire to move employees, where individuals with high self-efficacy will rise and survive when faced with challenges and can enter stressful situations with confidence thereby increasing the desire to move on to employees.

In addition to work stress and self-efficacy according to Saeed et al (2014) employees who have strong relationships with organizations have a low desire to move to other organizations. Where strong relationships between employees and organizations are a reflection of organizational commitment.

Based on the background, the authors chose Patria IKKT Hospital located at Jalan Cendrawasih No.1 Slipi, West Jakarta as the object of research. From the survey and interviews conducted by the authors obtained data showing the nurse turnover rate in 2013 to 2015 as shown in Table 2

Table 2. Data Turnover of Nurses Patria IKKT Hospital 2013-2015

Year	Total of nurses	Total of nurses out
2013	65	12
2014	53	6
2015	55	6
Total	168	24

Source: Patria IKKT Hospital

Table 2 shows that the nurse turnover rate at Patria IKKT Hospital is categorized as problematic, confirmed by Ridlo (2012) generally in one year turnover can not be more than 10% of total employee. Based on the results of pre-survey with the nurses obtained information on the turnover is usually on new and young employees who still want to move around to find experience and get a better job.

Causes of work stress that occurs because the number of nurses who are not comparable with the number of patients, as well as issues outside of work that can not be overcome. The Patria IKKT Hospital nurse who chose to survive and keep working in Patria Hospital IKKT due to have confidence to devote all ability in reaching their goals. Nurses Patria Hospital IKKT assumes that the job as a nurse is a call of the soul, so that they should do their job well in the organization.

Based on the above background, the researcher formulates the following issues: (1) Does Job Stress affect Turnover Intention on Patria IKKT Hospital Nurses?; (2) Does Self-Efficacy affect Turnover Intention on Patria IKKT Hospital Nurses?; (3) Does Organizational Commitment Influence on Turnover Intention on Patril IKKT Hospital Nurses?

The research is intended to achieve several objectives, among them: (1) To analyze the relationship between Working Stress on Turnover Intention on Patria IKKT Hospital Nurses; (2) To analyze the relationship between Self-Efficacy toward Turnover Intention on Hospital Patria IKKT Nurse; (3) To analyze the relationship between the Organizational Commitment to Turnover Intention on the Patria IKKT Hospital Nurses.

THEORY

Organizational goals will not work effectively without being managed by humans. Relationship of management with human resources, is the process of achieving business goals through cooperation with others that show the utilization of resources sourced from others to achieve goals (Fathoni, 2006). According to Fajar and Heru (2013) Human Resources is a talented and passionate person who is available to organizations as potential contributors to creating and realizing organizational goals, mission and vision. Human Resource Management by Marwansyah (2010) can be interpreted as the utilization of human resources within the organization. Mangkunegara (2008) argues that Human Resource Management as a planning, organizing, coordinating, rewarding, integration, maintenance, and separation of labor in order to achieve organizational goals.

Job Stress

Job stress according to Robbins (2014) is a dynamic condition where an individual is faced with an opportunity, demand, or resources related to what the individual wants and which results are considered important and uncertain. According to Griffin (2013) Stress is a person's adaptive response to stimuli that place psychological or physical demands excessively to him.

According to Istijanto (2010) Job stress is something that can happen to the individual when the demands of work exceeds the ability or capacity of an employee, job stress also has charged the company with a high cost..

Self-Efficacy

Self-Efficacy is an individual's belief about his ability to perform the tasks or actions necessary to achieve certain outcomes (Ghufron and Risnawati, 2010).

Chamariyah (2015) explains that self-efficacy leads to beliefs about one's ability to drive the motivation, the source of awareness, and the set of actions needed to deal with a demanding situation. Tarigan (2009) states that self efficacy as a result of individual evaluation of the ability and potential of self that will be the basis of employee behavior to face the tasks in the future.

Organizational Commitment

Luthans (2008) defines organizational commitment as a strong desire to remain a member of the organization, willingness to exert a high level of business on behalf of the organization, and deep conviction and acceptance of organizational values and goals. Organizational commitment is described as an employee association with the organization or a collection of feelings and beliefs about the organization as involving or attaching emotionally within an organization (Saeed et al, 2014).

commitment includes loyalty, awareness of the organization, involvement, defensive and supportive feelings, and willingness to work for the benefit of the organization. Commitment encourages voluntary employee

engagement with the organization and their desire to remain with the organization for a long period of time (Kahn et al, 2011).

Turnover Intention

According Ridlo (2012) Turnover is the cessation of individuals from organization members with accompanied by financial rewards by the organization concerned. Andini (2006) defines Turnover Intention as someone's desire to get out of the organization, is an evaluation of one's current position with regard to discontent can trigger a person's desire to go out and look for another job. Chamariyah (2015) states Turnover occurs almost in all organizations, which is usually caused by the individual's own desires and is influenced by several other factors.

Framework and Hypotheses

1. Research conducted by Waspodo et al (2013) and Foon et al (2010) found that work stress has a positive and significant influence on turnover intention. Based on the above statement it can be formulated hypothesis as follows:
   H1: Work Stress positively affects on Turnover Intention
2. Research conducted by Chamariyah (2015) found that it has a positive and significant influence on turnover intention. In contrast to Chamariyah, Tarigan's (2011) study found that self-efficacy has no effect on turnover intention. Based on the above statement it can be formulated hypothesis as follows:
   H2: Self-Efficacy has an effect on Turnover Intention
3. Research conducted by Saeed et al (2014) found that organizational commitment has a negative and significant relationship to turnover intention. Based on the above statement it can be formulated hypothesis as follows:
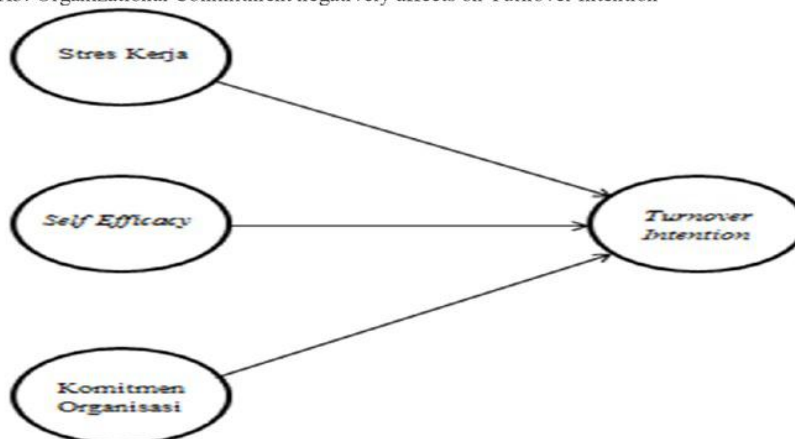   H3: Organizational Commitment negatively affects on Turnover Intention

Figure 2.1 Conceptual Framework

Hypothesis
H1: Work Stress positively affects on Turnover intention
H2: Self-Efficacy effect on Turnover intention
H3: Organizational Commitment negatively affects onTurnover intention

METHOD

Time and Place of Study

This research was conducted at Patria Hospital IKKT West Jakarta. This research process begins with observation activities to identify problems, theoretical basis collection, dimensions preparation and indicators to strengthen the variables, methods preparation in data collection, to the determination of statistical testing techniques to be used. In this research process takes about 9 months from March to December 2016.

Research design

Based on the type of investigation, the author's research design is a causal study. According Sugiyono (2013) causal is a causal relationship, where independent variables are able to affect the dependent variable. This research is aimed to find out the influence of three independent variables (exogenous) namely work stress, self-efficacy, and organizational commitment to one dependent variable (endogen) that is turnover intention. This aims to determine the effect of stress work, self-efficacy, and organizational commitment to turnover intention Patria IKKT Hospital's nurses.

Population and Sample Research

The population in this research is nurse of patria IKKT hospital which amounts to 55 nurses and spread in 4 unit of work that is part of Executor, Midwifery, HD, Medical Nurse, and First Level Health Facility. In determining sample, writer do not use sampling technique because the sample under study is the whole of the existing population or called the census. So the samples from this research are all Patria IKKT Hospital Nurses which amounts to 55 people and spread in 4 units of work namely the Implementer, Midwifery, HD, Medical Nurse, and First Level Health Facility

Data collection technique

Data collection techniques in this study are questionnaires, and literature study. According Sugiyono (2013), the questionnaire is a technique of data collection conducted by giving a set of questions or written statement to respondents to be answered. While literature study conducted to obtain data about the theory that supports research.

Data analysis method

Data analysis method used in this research is Component or Variance Based Structural Equation Model where in data processing using Partial Least Square Program (PLS-PLS) version 3.0 PLS. The test steps will be done as follows:

1. Evaluation *Measurement* (*outer*) Model
   a. Convergent validity. Convergent validity test of each construct indicator calculated by PLS (Partial Least Square). According to Ghozali (2014), an indicator is said to have a good valid if greater than 0.70, while at a factor loading factor 0.50 to 0.60 is considered sufficient.
   b. Discriminant validity. Discriminant validity test, reflective indicator can be judged by crossloading between indicator and its construct. An indicator is valid if it has the highest loading factor value to the target construct compared to the loading factor to another construct, then the latent construct predicts the size of the block they are better than the size of the other block.
   c. Composite reliability. Composite reliability test aims to test the reliability of the instrument in a research model. The construct stated to have good reliability or questionnaire used as a tool of this research has been consistent, if on all variable of value of composite reliability and cronbach alpha $\geq 0{,}70$.
2. Structural Model or Hypothesis Test (Inner Model)
   a. R-square value. The R-square value is a goodness-fit model. The second test can be seen from the results of R square for endogenous latent variables of 0.67, 0.33 and 0.19 indicating that the model is good, moderate, and weak on the structural model.
   b. Goodness of Fit Model. Testing the Goodness of Fit structural model on the inner model using predictive-relevance (). A larger Q-square value of 0 (zero) indicates that the model has a predictive relevance value.
   c. Hypothesis Testing (Line Coefficient Estimation). Estimated value for path relation in structural model should be significant. This value of significance can be obtained by boostrapping procedure. Looking at the significance of the hypothesis by looking at the value of the parameter coefficient and the significance value of T-statistic on the algorithm boostrapping report the significance value of T-statistic must be more than 1,96.

RESULTS AND DISCUSSION

Descriptive Analysis

Most of the respondents were women, 52 people (94 per cent), 50.9 per cent had less than 25 years of age, mostly working in the midwifery work unit (32.7 per cent). Seen from the final educational level of 8.8 percent educated resend between D1-D3. 72.7 percent of respondents worked in the hospital for less than 5 years.

Descriptive Answer Questionnaire

1) Results Descriptive Questionnaire Questionnaire Work Stress Variables. The results of descriptive answers to questionnaires based on job stress variables can be seen in Table 8 below:

Table 8. Descriptive Test Results Questionnaire Answers Based on Job Stress Variables

No	Statement	N	Mean	Stdev
1	I feel the economy of the country affects the work.	55	2.69	0.989
2	The political situation in Indonesia affects my work.	55	2.69	0.989
3	I have trouble mastering current technology related to work.	55	2.11	0.985
4	Feel less than the maximum in completing the job because the time is too urgent.	55	2.69	0.989
5	My current position / position is often given more responsibility.	55	2.40	1.274
6	My work group can not help when needed.	55	2.69	0.989
7	Problems in family often make me not maximal in work.	55	2.22	0.967
8	It is not easy to understand my feelings about everything.	55	2.84	0.826
9	My financial situation often disrupts work.	55	2.69	1.007

Source: data processed, 2016

2) Descriptive Result Answer Questionnaire Self-Efficacy Variables. The results of descriptive answers to questionnaires based on self-efficacy variables can be seen in Table 9 below:

Table 9. Descriptive Test Results Questionnaire Answers Based on Self-Efficacy Variables

No	Statement	N	Mean	Std. Deviation
1	I am able to complete my hard work by trying.	55	3.80	0.671
2	I am sure my self is able to overcome any difficulties in working.	55	3.67	0.788
3	I am confident of being able to complete a job I once could not finish.	55	3.65	0.667
4	I can still get things done with different situations and conditions.	55	3.74	0.667
5	I easily adapt and get things done with new people.	55	3.74	0.791

Source: data processed, 2016

3) Descriptive Result Answers Questionnaire Organizational Commitment Variables. The results of descriptive answers to questionnaires based on Organizational Commitment variables can be seen in Table 10 below:

Table 10. Descriptive Test Results Answers Questionnaire Organizational Commitment Variables

No	Statement	N	Mean	Std. Deviation
1	I feel happy spending time working in this company.	55	2.98	0.863
2	I will try to work as much as possible in this company.	55	3.31	0.871
3	I feel I have the same goals as this company.	55	2.98	0.863
4	I am willing to do anything to stay in the company.	55	3.31	0.783
5	I would feel guilty if I left the company.	55	2.98	0.863
6	I feel indebted to the company.	55	3.29	0.888
7	It would be difficult to get another job if leaving the company.	55	4.65	0.512
8	Keep working at the company because there are no other options.	55	3.29	0.888

Source: Data processed, 2016

4) Descriptive Result Answer Questionnaire Turnover Intention Variable. The results of descriptive answers to questionnaires based on Turnover Intention variables can be seen in Table 4.9 below:

Table 11. Descriptive Test Results Questionnaire Answers Based on Turnover Variables *Intention*

No	Statement	N	Mean	Std. Deviation
1	I think it would be nice to work with another company.	55	3.16	1.040
2	I do not feel comfortable working in this company.	55	2.65	0.857
3	I am looking for information about similar work from other companies.	55	3.31	1.093
4	If you have a chance, I will leave the organization as soon as possible.	55	3.11	1.021

Source: Data processed, 2016

Data Quality Test Results
1. **Measurement Evaluation** *(outer model)*
   a. Convergent Validity Test

Tabel 12. *Convergent Validity test result*

Variable	Indicator	*Outer Loading*	Information
Work stress (X1)	SK1	0.829	Valid
	SK2	0.783	Valid
	SK3	0.107	Not Valid
	SK4	0.820	Valid
	SK5	0.538	Not Valid
	SK6	0.821	Valid
	SK7	0.428	Not Valid
	SK8	0.007	Not Valid
	SK9	0.398	Not Valid
Self-Efficacy (X2)	SE1	0.474	Not Valid
	SE2	0.822	Valid
	SE3	0.848	Valid
	SE4	0.819	Valid
	SE5	0.539	Not Valid
Organizatin al commiteme nt (X3)	KO1	0.862	Valid
	KO2	0.736	Valid
	KO3	0.821	Valid
	KO4	0.449	Not Valid
	KO5	0.787	Valid
	KO6	0.769	Valid
	KO7	0.221	Not Valid
	KO8	0.804	Valid
Turnover Intention (Y)	TI1	0.923	Valid
	TI2	0.245	Not Valid
	TI3	0.878	Valid
	TI4	0.871	Valid

Sumber: Output PLS
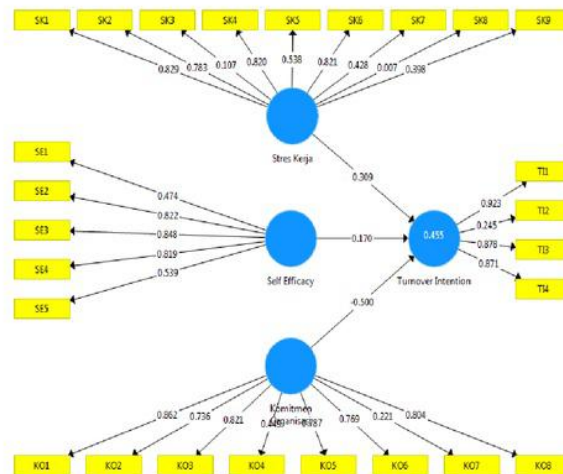
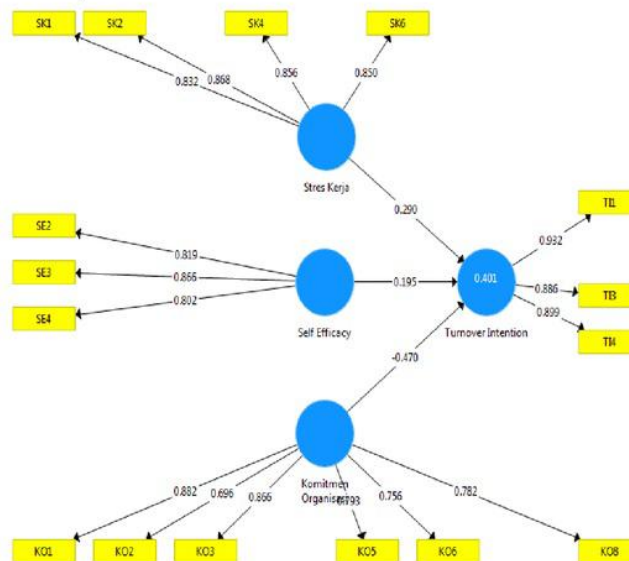**Figure 1.** PLS Algorithm Results
Source: Output PLS

Based on Table 12 and Figure 1 it can be seen that the indicators SK3, SK5, SK7, SK8, SK9, SE1, SE5, KO4, KO7, and TI2 have a loading factor value less than 0.60. Therefore, the indicator will be omitted from the model. The following output results from the omission of indicators and recalculation:

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Table 13. *Convergent Validity tes* (modification)

Variable	Indicator	Outer Loading	information
Work sress (X1)	SK1	0,832	Valid
	SK2	0,868	Valid
	SK4	0,856	Valid
	SK6	0,850	Valid
Self-Efficacy (X2)	SE2	0,819	Valid
	SE3	0,866	Valid
	SE4	0,802	Valid
Organizational commitment (X3)	KO1	0,882	Valid
	KO2	0,696	Valid
	KO3	0,866	Valid
	KO5	0,793	Valid
	KO6	0,756	Valid
	KO8	0,782	Valid
Turnover Intention (Y)	TI1	0,932	Valid
	TI3	0,886	Valid
	TI4	0,899	Valid

Source: Output PLS

Figure 2. PLS Algorithm Results (modification)
Source: Output PLS

Based on Table 13 and Figure 2 we can see the result of the modification of the convergent validity test that all of the indicators have met the convergent validity because it has a factor loading value above 0.60 or has good valid.

b. Discriminant Validity Test Results. Discriminant validity test that is reflective indicator can be seen on cross loading between indicator with its construct. An indicator can be declared valid if it has the highest loading factor to the intended construct compared to the loading factor to another construct. Thus, latent constructs predict the indicators on their blocks are better than those in other blocks.

Table 14. *Discriminant Validity test (Cross loadings)*

	Work stress	Self-Efficacy	Organizatinal Commitment	Turnover Intention
SK1	**0,832**	-0,086	-0,088	0,353
SK2	**0,868**	0,013	-0,205	0,290
SK4	**0,856**	-0,008	-0,174	0,279
SK6	**0,850**	-0,049	-0,346	0,402
SE2	-0,123	**0,819**	0,001	0,133
SE3	0,072	**0,866**	0,101	0,172
SE4	-0,102	**0,802**	-0,088	0,108
KO1	-0,226	**0,099**	0,882	-0,434
KO2	-0,038	**0,026**	0,696	-0,142
KO3	-0,320	**0,015**	0,866	-0,620
KO5	-0,212	**-0,077**	0,793	-0,363
KO6	-0,157	**0,039**	0,756	-0,449
KO8	-0,006	**-0,011**	0,782	-0,232
TI1	0,346	**0,183**	-0,475	0,932
TI3	0,307	**0,080**	-0,468	0,886
TI4	0,418	**0,191**	-0,512	0,899

Source: Output PLS

Another method to assess discriminant validity is to compare the square root of average variance extracted (AVE) value of each construct with the correlation between the construct and the other constructs in the model, then it can be said to have a good discriminant validity value.

Tabe 15. AVE test result

Variable	AVE
Work Stress	0.725
Self-Efficacy	0.688
Organizational Commitment	0.637
Turnover Intention	0.821

Source: Output PLS

Table 16. *Discriminant Validity tet result (Fornell Lacker Criterium)*

	KO	SE	SK	TI
KO	**0,798**			
SE	0,023	**0,830**		
SK	-0,247	-0,043	**0,852**	
TI	-0,537	0,171	0,398	**0,906**

Source: Output PLS

Based on Tables 15 and 16 show that the square root of Average Variance Extracted ($\sqrt{AVE}$) for each construct is greater than the correlation between one construct and the other constructs in the model, so it can be concluded that the constructs in the model meet the discriminant validity criteria.

c. Result of *Composite Reliability test* and *Cronbach's Alpha*

Table 17. *Composite Reliability test result*

Variable	Composite Reliability	Information
Stres Kerja	0,914	Reliable
Self-Efficacy	0,869	Reliable
Komitmen Organisasi	0,913	Reliable
Turnover Intention	0,932	Reliable

Sumber: Output PLS

Tabel 18. Hasil Uji *Cronbach's Alpha*

Variabel	Cronbach's Alpha	Keterangan
Work stres	0,875	Reliabel
Self-Efficacy	0,779	Reliabel
Organizatinal commitment	0,895	Reliabel
Turnover Intention	0,891	Reliabel

Source: Output PLS

Based on Tables 17 and 18 show that composite reliability and cronbach's alpha test results have good values, since all latent variables have composite reliability and cronbach's alpha $\geq$ 0.70. So it can be said that all latent

variables have a reliable value.

Structural Model Test or Hypothesis Test (*Inner Model*)
a. R-square value test result

Table 19. R^2 value Endogen varible

Endogen Variable	R-square
Turnover Intention	0,401

Source: Output PLS

The structural model indicates that the model of the Turnover Intention variable can be said to be moderate because it has a value above 0.33. The influence of independent latent variables (Work Stress, Self-Efficacy, and Organizational Commitment) to Turnover Intention gives R-square value of 0401 so that it can be concluded that Turnover Intention's construct variability can be explained by constructive variability of Work Stress, Self-Efficacy, and Commitment Organization of 40.1% while 50.9% is explained by other variables outside of the studied.

b. Test Result of Goodness of Fit Model. Goodness of Fit test The structural model of the inner model uses predictive-relevance (Q^2). A larger Q-square value of 0 (zero) indicates that the model has a predictive relevance value. The predictive relevance value is obtained by the formula:

$$Q^2 = 1 - (1 - R1)$$
$$Q^2 = 1 - (1 - 0,401)$$
$$Q^2 = 1 - (0,509)$$
$$Q^2 = 0,401$$

Based on the Goodness of Fit Model test shows the predictive-relevance value of 0.401 is greater 0 (zero). It shows that 40.1% variation in turnover intention variable (dependent variable) is explained by work stress, self-efficacy, and organizational commitment (independent variable) used. So the model can be said to have a relevant predictive value.

c. Hypothesis Test Result (Line Coefficient Estimation). Estimated value for path relation in structural model should be significant. The value of significance in this hypothesis can be obtained by boostrapping procedure. To know significant or not significant seen based on T-table at alpha 0,05 (5%) = 1,96, then T-table compared with T-statistic.

Results Hypothesis Test results can be seen in the following tables and structural images:

Table 20. Hypotheses

	Original Sample	StDev	T-Statistics	Ket
SK -> TI	0,290	0,111	2,626	Positive – Sig
SE -> TI	0,195	0,112	1,739	Positive - not Sig
KO -> TI	-0,470	0,080	5,835	Negative – Sig

Source: Output PLS
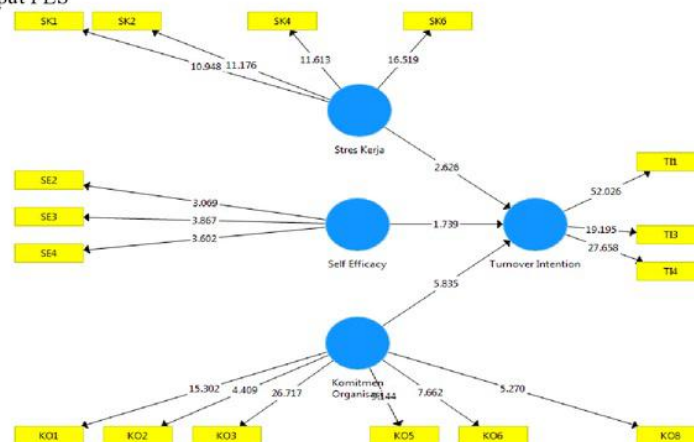
Figure 3. Bootstrapping Test Results
Source: Output PLS

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Discussion

1) **Job Stress Effect on Turnover Intention**
   Based on the results of the calculation on the hypothesis test the original value of the sample showed a positive value, it indicates that work stress has a positive and significant effect on turnover intention. This happens because nurses do not easily understand their own feelings because they face difficulties in separating personal and occupational issues, besides the number of nurses who are not proportional to the number of patients cause work stress so as to increase the turnover intention. So it can be concluded if the work stress increases the intention turnover will be high, Whereas if the work stress weakened the intention turnover will be low.

2) **Self-Efficacy Effect on Turnover Intention**
   Based on the results of the hypothesis test the original sample value showed a positive value, it indicates that self-efficacy has positive and insignificant effect on turnover intention. This indicates that the self-efficacy variable has no effect on turnover intention on the nurses of Patria IKKT Hospital. Turnover intention will still occur in the nurses of Patria IKKT Hospital despite self-efficacy in the high or low nurses, because nurses with low self-efficacy are unsure and unable to complete the job so they decide to leave the organization, and nurses who have self- high efficacy feels able to do anything without difficulty so that thinking will easily get a better new job in another organization which then leads to the nurse's decision to leave the organization.

3) **Organizational Commitment Effect on Turnover Intention**
   Based on the results of calculations on the hypothesis test, shows that organizational commitment has a negative and significant effect on turnover intention. This is because nurses of Patria IKKT Hospital does not have the same goal with the organization so that the nurse's attachment level with the low organization leads to the turnover intention. Conversely, nurses who have a high level of loyalty will show willingness to make sacrifices for the advancement of Patria IKKT Hospital. From this it can be concluded if Organizational Commitment is stronger then Turnover Intention will be low, whereas if Organizational commitment is weak then Turnover Intention will be high.

Conclusion

Based on the results of the analysis and discussion that has been done in the previous chapter, then obtained the following conclusions:

1) Work stress positively and significantly influence to nurse intention care of Patria IKKT Hospital. This indicates that there is a positive effect of work stress on turnover intention, that is if job stress increases then turnover intention also increase, otherwise if job stress decrease then turnover intention decrease.

2) Self-Efficacy has a positive and insignificant effect on turnover intention of Patria IKKT Hospital's nurses. This indicates that intention turnover will still occur despite high or low nurse self-efficacy.

3) Organizational commitment has a negative and significant effect on turnover intention of Patria IKKT Hospital's nurses. This indicates negative influence of organizational commitment to turnover intention, that is, if nurses have high organizational commitment then turnover intention is lower, on the contrary if organizational commitment decreases then turnover intention is increased.

Suggestion

Based on the results of research and conclusions in this study, then some suggestions that need to be submitted are:

1) Advice for Patria Hospital IKKT
   a) Patria Hospital IKKT should conduct activities such as outbound in order to reduce work stress, and the workload on the nurse should be tailored to the composition of the nurse in order to create a win-win situation.
   b) Need to be held seminars and briefings so that Self-efficacy on the nurse can be useful in improving the productivity of the hospital.
   c) Hospital management should increase the loyalty of nurses by giving recognition from the organization that they have a very important role in achieving organizational goals to increase commitment to nurses so as to reduce turnover intention.

2) Advice for Further Researchers
   Suggestions for subsequent research that retest this research may add new variables that influence turnover intention, such as the types of motivation, leadership, compensation, and work environment. In addition, the object of research is very limited so it is expected in subsequent research population numbers can be developed, because conditions, types of industries, and different objects, can give different results.

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