The Influence of Work Stress Compensation and Job Satisfaction on Nurse Turnover Intention at General Hospital Sinar Husni Medan

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Abstract. This study aims to determine Job Stress partially has a significant effect on Nurse Turnover Intention at Sinar Husni Medan Hospital, to determine Compensation partially has a positive and significant effect on Nurse Turnover Intention at Sinar Husni Medan Hospital, Job Satisfaction partially has a positive and significant effect on Nurse Turnover Intention at Sinar Husni Medan Hospital. The method used in this research is quantitative which analyzes and tests with data using numbers with instrument tools, classical assumption tests, multiple linear regression tests, hypothesis tests, and determination tests. Research results: Partially Job Stress is positive and significant to Turnover intention, partially Compensation has an effect on Turnover Intentuon, partially Job Satisfaction has a positive and significant effect on Turnover Intention, simultaneously Job Stress, Compensation and Job Satisfaction have a positive and significant effect on Turnover Intention.

Keywords: Job Stress, Compensation, Job Satisfaction, Nurse Turnover Intention.

1. INTRODUCTION

Hospitals as one of the health facilities that provide health services to the community have a very strategic role in accelerating the improvement of public health status. According to Indonesian Law No. 44 of 2009. Hospitals are health care institutions that organize comprehensive individual health services that provide inpatient, outpatient and emergency services. Health development is an effort of all the potential of the Indonesian people, both the community, the private sector and the government. As a provider of health services, hospitals operate 24 hours a day. Hospitals make a separation of patient care services, namely patient services that require emergency care, non-emergency, and those that are hospitalized. Handling of these services is carried out by hospital health workers. Most hospital health workers are nurses, who account for 60% of the health workers in each hospital.

Sinar Husni General Hospital is a private hospital tasked with organizing health services with efforts to cure, recover, improve, prevent, referral services, and community service. This hospital stands in a strategic location between Deli Serdang Regency and Medan City. Nurses are at the forefront of health services in hospitals. They play a crucial role in ensuring patients receive appropriate and quality care. However, ironically, the nursing profession in Indonesia is faced with a high rate of turnover intention. According to Novel and Marchyta (2021), explaining that the problem often faced by a company is the high rate of employee leaving or moving (turnover intention). Turnover intention can interfere with the activities and

productivity of the organization itself and this is an early signal that must be considered for the organization. This is in line with what is said by Tolu (2021) who says turnover intention is a desire that arises from within an employee to leave the company immediately.

Table 1. Nurse Turnover Intention Data at Sinar Husni Medan Hospital Years (2021-2023)

Years	Numbers of Nurse	Number of Nurse Turnovers	Percentage
2021	73 orang	12	16,43%
2022	78 orang	17	21,79%
2023	98 orang	11	11,22%

Source: General Hospital Sinar Husni (2024)

Based on the results of the data, it is known that the turnover intention of nurses obtained by researchers at the Sinar Husni Medan Hospital in 2021, 2022, and 2023. In 2021, nurse turnover intention was 12 people, while in 2022 nurse turnover intention increased by 17 people, then in 2023 based on the data obtained, nurse turnover intention was known to be 11 people. In addition to the data above, based on the results of the pre-survey, problems were found related to turnover intention.

Table 2. Pre-survey Data Turnover Intention (Y) at Sinar Husni Hospital Medan

No	Statement	Answer (Yes)	Answer(No)
A.	**Intention to quit**		
1	I am thinking of getting out of this hospital as soon as possible.	25	5
2	I'm already thinking of starting to look for job vacancies elsewhere	20	10
B.	**The intention to leave**		
3	I am thinking of leaving my job if the facilities provided at the hospital where I work are inadequate.	24	6
4	I had to leave my job at this hospital because I was not comfortable working here.	24	6
C.	**Intention to get another job**		
5	I look for information about job vacancies elsewhere	23	7
6	I contacted some friends to ask about job vacancies for me.	25	5

Source: Staff General Hospital Sinar Husni (2024)

Based on the table above, it is known that turnover intention (Y) at Sinar Husni Medan Hospital has increased, because many are thinking of leaving the hospital as soon as possible, many have contacted several friends to ask about job vacancies to leave the hospital, many nurses are thinking of leaving work because the facilities provided by the hospital are inadequate, and many nurses are also uncomfortable working at Sinar Husni Hospital. Therefore, many nurses experience turnover intention at Sinar Husni Hospital. The cause of turnover intention at Sinar Husni Hospital Medan is due to high work stress due to excessive job demands, inappropriate salaries related to compensation, and a non-conducive work

atmosphere related to job satisfaction.

How to overcome turnover intention at Sinar Husni Medan Hospital is by increasing communication between the hospital and nurses to make nurses feel that their existence is not valued, and providing salaries that are in accordance with the work they do, and providing career development opportunities. About the work atmosphere at Sinar Husni Hospital Medan, it is classified as less conducive because the environment is not comfortable and too far from the city center. Regarding coworkers at Sinar Husni Hospital Medan, there are still many coworkers who are only concerned with themselves (not responsible for their work). Regarding facility equipment at Sinar Husni Hospital Medan, many important equipment are not yet available in this hospital. Nurses feel that the work they do is heavy and there is a lack of communication between the hospital and nurses, resulting in nurses feeling exhausted and underappreciated. According to some nurses, those who want to leave expect a higher salary, because they feel that the salary provided by the hospital is not sufficient for their daily needs.

The factor that is often identified as the cause of employees' desire to change jobs is job stress as stated by Fitriantini et al (2019), Lestari et al (2018), stating that stress has a direct effect on turnover intention. Many factors play a role in the occurrence of turnover intention in employees in an organization. Based on Pre-survey Data conducted to the head of the Nursing Division and 30 nurses of Sinar Husni Medan Hospital, work stress is the main factor triggering turnover in nurses. Based on the table of the results of the pre-survey conducted by the researcher. Researchers found a problem that nurses at Sinar Husni General Hospital Medan Nurses who experience work stress (X1) due to the attitude of leaders who do not care about nurses make nurses less valued, nurses feel their work is too busy, the demands and duties of the hospital are too high, for example, the work done by nurses exceeds the limit of working hours in this hospital, for example, such as overtime, causing nurses to experience turnover intention due to work stress (X1).

Based on the results of interviews conducted by Mrs. Faddlah S.E. (as Head of Human Resources Management Administration and Mrs. Dina Aini S.Kep. Ners (as Head Nurse) said that, it is true that nurses at Sinar Husni Hospital experience work stress due to various factors including many demands and tasks from the hospital, the large number of patients handled so that nurses feel exhausted, busy and erratic work schedules and even nurses are not paid when overtime arrives, lack of communication between nurses and the hospital, Nurses at Sinar Husni Hospital must work incentively and earnestly to advance the welfare of this Hospital through good service. Nurses feel that the demands of the hospital's tasks and targets are too high, long and erratic working hours, great responsibility, high workload so that nurses the

workload imposed on nurses is too great and difficult for them to do so that nurses are more likely to experience work stress, according to nurses the hospital pays less attention and less in providing support in completing work, and some nurses also said that the lack of communication between the hospital and nurses.

In addition to job stress, compensation is one of the important factors that can affect employee job satisfaction and turnover intention. According to Ibrahim & Suhariadi (2021), it is explained that low compensation can reduce the level of job satisfaction, it will have an impact on increasing the level of turnover intention in the company. Based on the Table of the results of the pre-survey conducted by the researcher, the researcher found that Compensation (X2) at Sinar Husni Medan General Hospital has decreased, because many nurses experience stress due to the compensation provided is not proportional to the results of the nurse's performance such as the minimum wage received by nurses for their daily needs, the nurses' room is not spacious making the nurses uncomfortable. with little compensation (X2) given by the hospital to nurses so that most nurses experience turnover intention (Y). With little compensation (X2) given by the hospital to nurses so that most nurses experience turnover intention (Y). Based on the results of observations by researchers on compensation at Sinar Husni Medan Hospital, researchers found that it appears that the compensation given to nurses is not proportional to the work they do, the basic salary given is not in accordance with the high workload, the hospital does not provide bonuses to nurses who excel, and the hospital does not provide incentives to nurses who work overtime.

Apart from job stress and compensation, one of the factors consistently identified as triggering turnover intention is job satisfaction (Ramadhani, 2021). Explaining that job satisfaction has a positive and significant effect on turnover intention. Employees with high levels of job satisfaction have a lower desire to leave the company. Job Satisfaction is a pleasant or unpleasant emotional state for employees looking at their work. Based on the Table of pre-survey results conducted by researchers, researchers found that Job Satisfaction (X3) of Nurses at Sinar Husni Medan General Hospital is not conducive to salaries that do not match the minimum wage, the wages received are not proportional to the high workload, superiors do not use direct observation to assess nurses' performance as well as superiors more often give criticism than praise to nurses. Researchers found that job satisfaction in this hospital is low so that turnover intention is getting higher, because salaries are not in accordance with the minimum wage, many nurses do not want to work together (selfish), the hospital does not give awards to the best and outstanding nurses, so that many nurses work not in accordance with hospital SOPs.

Another phenomenon behind this research is due to the gap research which says that job stress has no influence on turnover intention (Lompoliu et al., 2020). Explaining that job stress has no significant effect on turnover intention. Other factors such as job satisfaction and organizational commitment have more influence on employees' desire to leave the company. Another phenomenon behind this research is gap research which says that compensation has no effect on turnover intention (Hidayah & Litfiana, 2024), saying that compensation has no effect on turnover intention. Furthermore, it was also found that job satisfaction has no effect on turnover intention (Wury et al., 2021) which also proves that job satisfaction has a negative and significant effect on turnover intention. Research by Yazidthalib et al (2021) which also states that job satisfaction has a negative and significant effect on turnover intention. Based on the background of the problems that occur in this study are as follows:

a. The low awareness of the parties or leaders of the Sinar Husni General Hospital Medan results in an increase in the number of nurses who experience turnover intention every year.

b. Nurses at Sinar Husni General Hospital Medan experience a lot of stress because the hospital's targets and task demands are too high which in turn leads to turnover intention.

c. Low compensation at Sinar Husni General Hospital Medan, resulting in many nurses experiencing stress because the compensation provided is not proportional to the results of nurse performance.

d. The salary factor obtained is not in accordance with the UMR and the Hospital leadership does not give awards to the best employees, so many nurses at Sinar Husni General Hospital Medan do not get job satisfaction.

2. LITERATURE REVIEW

Nurse Turnover Intention (Y)

According to Ningsih et al (2019), turnover intention is a situation where workers have an intention or tendency that is done either consciously to look for work in other organizations. Further explained by Adawiyah (2019), that turnover intention is the intention or desire of employees to quit work from the company voluntarily or move from one place to another. Usually this kind of turnover occurs when employees feel that there are better opportunities than the current position, such as higher salaries, better recognition or a more comfortable company position. Turnover Intention leads to the final reality faced by an organization in the form of the desire of employees who have the desire to leave the organization in a certain

period, while the employee's desire to move refers to the individual's evaluation of the continuation of the relationship with the organization which has not been realized in the definite act of leaving the organization which has an impact on the turnover intention of an organization or company (Muflihun, 2019).

Job Stress (X_1)

Stress is a feeling or condition of tension or feeling depressed generated from oneself due to feeling uncomfortable and not in accordance with the activities that are being carried out and or carried out, resulting in a decrease in self-quality both physically and psychologically (Dwi & Atmaja, 2020). Stress is the tension or emotional pressure experienced by someone who is facing enormous demands, obstacles, and very important opportunities that can affect a person's emotions, thoughts and physical condition (Riyanto & Juanah, 2020). Job stress occurs when the burden of tasks or responsibilities at work is too great or unbalanced, leading to an individual's inability to handle these demands (Babapour et al., 2022). Job stress can arise from negative interactions between individuals and factors in the workplace, including relationships with coworkers, leaders, or role uncertainty (Dodanwala et al., 2023).

Compensation (X_2)

According to Sinambela (2019), states that compensation is what employees receive in exchange for their contributions to the company. Forms of compensation that include various awards are usually received directly and indirectly by employees. Compensation is the way an organization rewards employee contributions in accordance with the responsibilities, work results, and performance that have been achieved (Prasetyo et al., 2021; Kim & Jang, 2020). Good compensation is one of the important factors to attract talented candidates and retain high-performing employees in the company (Rodriguez-Clare & Dingel, 2021; Idris et al., 2020). Compensation must be designed fairly and competitively to meet the needs of employees and be in line with the company's goals and financial capabilities.

Job Satisfaction (X_3)

According to Islamy (2019), states that Job Satisfaction is a psychological reflection of employees on the results of their work. The level of individual satisfaction is basically based on the value system that exists within him. Therefore, the measure of satisfaction level will be different for each individual. Job satisfaction is a positive feeling about a job that results from an evaluation of its characteristics. Someone with a high level of job satisfaction has positive feelings about their job, while someone with a low level has negative feelings. In other words, a nurse's job satisfaction can feel her job whether it is pleasant or unpleasant to do (Judge et al., 2020; Specchia et al., 2021).

Conseptual Framework
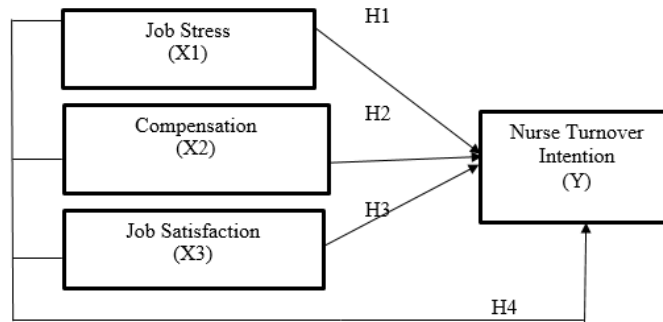
Figure 1. Conceptual Framework

Source: Researcher (2024)

3. RESEARCH METHOD

Type of research

The type of research used in this study is quantitative. Quantitative research is a method used to test certain theories by examining each relationship between variables. In this study, it is quantitative, namely data consisting of numbers of respondents' answers or data that can be calculated and will be included in calculations or used in quantitative analysis such as variables that will be studied for their influence on customer satisfaction. (Sugiyono, 2019). The variables connected in this study are Job Stress (X1), Compensation (X2), Job Satisfaction, and Turnover Intention (Y).

Data source

This research uses primary and secondary data sources, as follows:

a. According to Sugiyono, (2017), primary data is data that directly provides data to data collectors. Primary data sources are obtained through an interview activity with the research subject and by observation or observation in the field. The primary data used by the authors in the study was a questionnaire.

b. According to Sugiyono, (2017), secondary data is a data source that does not directly provide data to data collectors, for example through other people or through documents. Secondary data sources are complementary data sources that function to complement the data needed by primary data. Secondary data referred to in this study is a source of research data obtained through intermediary media or indirectly published or unpublished in general.

Location and Time of Research

The research was conducted at Sinar Husni Medan General Hospital which is engaged in health services located on Jl. Veteran Psr. V, Helvetia, Kec. Labuhan Deli, Deli Serdang Regency, North Sumatra. with this research time starting in April 2024 until September 2024.

Research Population and Sample

According to Sugiyono, (2017) population is the whole of the object under study. Population is a generalization area consisting of objects / subjects to study and then draw conclusions. The population in this study was the total number of nurses in the year (2024) as many as 89 people at Sinar Husni Medan Hospital. The sample is one part of the population that has certain characteristics or conditions that will be studied by one of the researchers. The sampling method in this study was to use saturated samples. According to Sugiyono (2019) saturated sample is a sampling technique when all members of the population are used as samples. So the conclusion is that the number of respondents used in the sample is in accordance with the total population of 89 respondents.

4. RESULTS AND DISCUSSION

Respondent characteristics

Table 3. Characteristics of Respondents Based on Age

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30	65	73.0	73.0	73.0
	31-40	19	21.3	21.3	94.4
	41-50	5	5.6	5.6	100.0
	Total	89	100.0	100.0	

Source: Data processed by SPSS Version 26

Table 4. Characteristics of Respondents Based on Length of Service

Length of Service					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5 Year	65	73.0	73.0	73.0
	6-10 Year	19	21.3	21.3	94.4
	11-15 Year	2	2.2	2.2	96.6
	16-20 Year	3	3.4	3.4	100.0
	Total	89	100.0	100.0	

Source: Data processed by SPSS Version 26

Validity and Reliability Test Results

Table 5. Validity Test Results

Correlations			
Variable	r count	r table	Information
X1.1	0,370	0,361	Valid
X1.2	0,445	0,361	Valid
X1.3	0,431	0,361	Valid
X1.4	0,466	0,361	Valid
X1.5	0,525	0,361	Valid
X1.6	0,399	0,361	Valid
X1.7	0,491	0,361	Valid
X1.8	0,764	0,361	Valid
X1.9	0,645	0,361	Valid
X1.10	0,476	0,361	Valid
X2.1	0,557	0,361	Valid
X2.2	0,462	0,361	Valid
X2.3	0,465	0,361	Valid
X2.4	0,451	0,361	Valid
X2.5	0,386	0,361	Valid
X2.6	0,395	0,361	Valid
X2.7	0,516	0,361	Valid
X2.8	0,375	0,361	Valid
X3.1	0,452	0,361	Valid
X3.2	0,371	0,361	Valid
X3.3	0,367	0,361	Valid
X3.4	0,442	0,361	Valid
X3.5	0,578	0,361	Valid
X3.6	0,601	0,361	Valid
X3.7	0,447	0,361	Valid
X3. 8	0,368	0,361	Valid
X3.9	0,430	0,361	Valid
X3.10	0,479	0,361	Valid
Y.1	0,637	0,361	Valid
Y.2	0,458	0,361	Valid
Y.3	0,402	0,361	Valid
Y.4	0,365	0,361	Valid
Y.5	0,452	0,361	Valid
Y.6	0,495	0,361	Valid

Source: Data processed by SPSS Version 26

Based on the table above, a validity test was conducted to determine whether the questionnaire used had met the required measurement standards. A questionnaire is said to be valid if the instrument is truly able to measure the intended aspects (Sugiyono, 2017). Validation was carried out with the help of SPSS software version 25. A questionnaire item is said to be valid if the calculated r value exceeds the table r. The results of the validity test show that all statement items in the variable have a calculated r greater than the table r. So the data asked is valid.

Table 6. Reliability Test Results

No	Variable	Cronbach Alpha	Results
1	Job Stress (X1)	0,805	
2	Compensation (X2)	0,676	
3	Job Satisfaction (X3)	0,706	Reliable
4	Turnober Intention (Y)	0,607	

Source: Data processed by SPSS Version 26

Based on the table above, it can be seen that all variables have a cronbach alpha value > 0.6, so the data is said to be reliable.

Normality Test Results

Table 7. Kolmogorove-Smirnov Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		89
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	3.72810577
Most Extreme Differences	Absolute	.074
	Positive	.065
	Negative	-.074
Test Statistic		.074
Asymp. Sig. (2-tailed)		.200[c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Data processed by SPSS Version 26

Based on the data in the table above, it can be seen that the asymp. sig (2-tailed) value is 0.200 > 0.05 so it can be concluded that this study is normally distributed and has met the requirements of the normality test.

Multicollinearity Test Results

Table 8. Multicollinearity Test Results

Coefficients[a]							
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	-6.457	5.678		-1.137	.259		
	Job Stress	.408	.131	.312	3.111	.003	**.957**	**1.045**
	Compensation	.271	.131	.206	2.076	.041	**.978**	**1.023**
	Job Satisfaction	.240	.119	.199	2.008	.048	**.979**	**1.022**
a. Dependent Variable: Turnover Intention							

Source: Data processed by SPSS Version 26

Based on the table of multicollinearity test results, it is known that the three VIF values for each variable are < 10, and the Tolerance value for each variable is > 0.10, so it can be concluded that there is no multicollinearity.

Heteroscedasticity Test Results

Table 9. Glejser Heteroscedasticity Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.468	3.046		**-.154**	**.878**
	Job Stress	.030	.070	.046	**.422**	**.674**
	Compensation	.109	.070	.167	**1.549**	**.125**
	Job Satisfaction	.018	.064	.031	**.288**	**.774**
a. Dependent Variable: ABS_RES						

Coefficients^a — *Coefficients^a*

Source: Data processed by SPSS Version 26

Based on the Glejser test table above, the significance value of the three independent variables is > from 0.05, it can be concluded that there is no heteroscedasticity.

Multiple Linear Regression Test Results

Tabel 10. Multiple Linear Regression Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	**-6.457**	5.678		-1.137	.259
	Job Stress	**.408**	.131	.312	3.111	.003
	Compensation	**.271**	.131	.206	2.076	.041
	Job Satisfaction	**.240**	.119	.199	2.008	.048
a. Dependent Variable: Turnover Intention						

Coefficients^a

Source: Data processed by SPSS Version 26

Based on the table above, the regression equation is obtained as follows:

$$Y= -6.457 + 0,408 (X1) + 0,271 (X2) + 0,240 (X3) + e$$

This can be seen in the following information:

a. The constant (a) of -6.457 indicates that if the variables of job stress (X1), compensation (X2) and job satisfaction are constant then R (Y) will be influenced by other variables by -6.457.

b. Job stress (X1) of 0.408 shows that the job stress variable has a positive effect on turnover intention, meaning that every increase in the job stress variable will affect the increase in turnover intention by 40.8%.

c. Compensation (X2) of 0.271 shows that the compensation variable has a positive effect on turnover intention, meaning that any increase in the compensation variable will affect the increase in turnover intention by 27.1%.

d. Job satisfaction (X3) of 0.240 indicates that the job satisfaction variable has a positive effect on turnover intention, meaning that every increase in the job satisfaction variable will affect the increase in turnover intention by 24%.

T-test Results (Partial Test)

Table 11. T-test Results (Partial Test)

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-6.457	5.678		**-1.137**	**.259**
	Job Stress	.408	.131	.312	**3.111**	**.003**
	Compensation	.271	.131	.206	**2.076**	**.041**
	Job Satisfaction	.240	.119	.199	**2.008**	**.048**
a. Dependent Variable: Turnover Intention						

Coefficients[a]

Source: Data processed by SPSS Version 26

Based on the t test results above, the t table value = at n-k (89-4) is 85 at a significant level of 5% (0.05) is 1.662. Thus, to find out partially, the following explanation can be described:

a. The effect of Job Stress on Turnover Intention obtained t-count value of 3.111 > t-table 1.662 with probability Sig on Job Stress 0.003 < 0.05 because the value is smaller than (0.05) then the basis of the provisions of the test partially can be concluded H1 accepted which means partially Job Stress has a positive and significant influence on Turnover Intention.

b. The effect of Compensation on Turnover Intention obtained t-count value 2.076 > t-table 1.662 with Sig probability on Compensation 0.041 < 0.05 because the value is smaller than (0.05) then the basis of the provisions of the test partially can be concluded H2 accepted which means partially Compensation has a positive and significant effect on Turnover Intention.

c. The effect of Job Satisfaction on Turnover Intention is obtained t-count value 2.008 > t-table 1.662 with Sig probability on Job Satisfaction 0.048 < 0.05 because the value is smaller than (0.05), so the basis of partial test provisions can be concluded H3 is accepted, which means that partially Job Satisfaction has a positive and significant effect on Turnover Intention.

F-Test Results (Simultaneous Test)

Table 12. F-Test Results (Simultaneous Test)

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	269.290	3	89.763	**6.238**	**.001**[b]
	Residual	1223.092	85	14.389		
	Total	1492.382	88			
a. Dependent Variable: Turnover intention						
b. Predictors: (Constant), Job satisfaction, compensation, job stress						

ANOVA[a]

Source: Data processed by SPSS Version 26

Based on the table above, from the ANOVA test results using the F table test, there is an F-count value of 6.238 with a significance level of 0.001 and for the F-table, a value of 2.71 is obtained, which means that F-count> F-table (6.238> 2.71). So it can be concluded that the independent variables consisting of Job Stress, Compensation simultaneously have a positive and significant effect on the dependent variable, namely Turnover Intention at Sinar Husni Hospital Medan.

Determination Test Results

Table 13. Determination Test Results

Model Summary				
Model	R	R Square	**Adjusted R Square**	Std. Error of the Estimate
1	.425ᵃ	.180	**.152**	3.793
a. Predictors: (Constant), Job satisfaction, compensation, job stress				

Source: Data processed by SPSS Version 26

From the table above, it can be seen that the coefficient of determination adjusted square 0.152 which means 15.2% of the factors that influence turnover intention at RSU Sinar Husni medan can be explained by job satisfaction, job stress, and work compensation and 84.8% of other factors in this study.

5. CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on the results of the research and discussion, the following conclusions can be drawn:

1. Job stress has a significant positive effect on turnover intention at Sinar Husni Medan Hospital. This shows that if work stress is high, turnover intention will also increase, on the other hand, if work stress is low, it will reduce the level of turnover intention.

2. Compensation has a significant positive effect on turnover intention at Sinar Husni Medan Hospital. This shows that if compensation is low, turnover intention will also increase, otherwise if compensation is high, it will reduce the level of turnover intention.

3. Job Satisfaction has a significant positive effect on turnover intention at Sinar Husni Medan Hospital. This shows that if job satisfaction is low, turnover intention will also increase, otherwise if satisfaction is high, it will reduce the level of turnover intention.

4. Simultaneously, job stress, compensation, and job satisfaction have a significant and positive effect, the combination of these three variables contributes significantly together to the turnover intention variable.

Suggestion

Based on the conclusions obtained from the above research, the following suggestions are made:

1. For academics

For academics who are interested in research related to Job Stress, Compensation, and Job Satisfaction on Turnover Intention can use this research as a reference for studies to review related to research results that do not affect other objects and a larger sample. Academics are also advised to develop further research by including other variables that may affect Turnover Intention, such as work environment, workload, organizational commitment, work motivation, and leadership. In addition, researchers in different industries can also provide a broader perspective on the factors that influence turnover intention.

2. For Hospitals

Hospitals are advised to further reduce the causes of work stress in the workplace and prioritize compensation and job satisfaction of nurses as the main strategy in reducing turnover intention rates. In the future, the hospital should be able to further increase the job satisfaction of nurses such as increasing the amount of salary so that nurses always stay and not look for other jobs, secondly, the hospital more often refreshes or holds social gatherings among coworkers and leaders so that nurses can avoid pressure and can relieve work stress, and finally the hospital more often provides motivation and job satisfaction to nurses so that they are loyal and do not stop working at the hospital.

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