

ABSTRACT

The high labor turnover rates in Orthopedic and Traumatology Hospital Surabaya as much as 40% - 88% on 2012 until 2015 was the problems that initiate this research. The objective of this research was to study influence of person-environment fit, job satisfaction and organizational commitment towards intention to leave of the employee. This research is observational research with analytical approach and cross sectional design. Multiple linear regression test was used to test the influence between variables. Sample of this research are 50 employee, that chosen with simple random sampling. Data collected and analyzed on May until June 2016. Data collected with 4 questionnaire related to the research variables, Minnesota Satisfaction Questionnaire (Weiss et al 1977), Organizational Commitment Questionnaire (Meyer & Allen, 1990), Person-Environment Fit Questionnaire and Intention to Leave Questionnaire that made by researcher. Result of this research showed that the employee have high rates for person-environment fit, job satisfaction, and organizational commitment and low intention to leave rates. Result of the statistic test showed that person-environment has no significant influenced towards intention to leave with the significant score as much as 0,662 and job satisfaction also showed no significant influenced towards intention to leave with the significant score as much as 0,405. Organizational commitment has significant influenced towards intention to leave with significant score as much as 0,000. Conclusion of this research is organizational commitment has significant influence towards intention to leave of the employee in Orthopedic and Traumatology Hospital Surabaya. Therefore management team need to increase employee organizational commitment so that the intention to leave could be prevented. It is better if the employee with continuance commitment and normative commitment could change into employee that has affective commitment with stronger emotional bond to the organization because affective commitment known significant influenced towards intention to leave and showed negative direction.

Keywords : Person-Environment Fit, Job Satisfaction, Organizational Commitment, Intention to Leave