

## ABSTRAK

Skripsi ini membahas terkait pengaruh tuntutan pekerjaan pada komitmen profesional. Apakah tuntutan pekerjaan yang diberikan akan mempengaruhi hasil akhir dari perawat. Perawat yang akan diteliti merupakan perawat rawat inap. Jumlah perawat yang diteliti sebanyak 113 perawat. Penelitian ini merupakan jenis penelitian kuantitatif. Teknis penelitian menggunakan *partial least square* (PLS).

Tujuan penelitian ini adalah untuk mengetahui (1) pengaruh *job demand* terhadap *professional commitment* (2) pengaruh *job demand* terhadap *professional commitment* yang dimediasi *emotional exhaustion* (3) pengaruh *job demand* terhadap *professional commitment* yang dimediasi *depersonalization*. (4) pengaruh *job demand* terhadap *professional commitment* yang dimediasi *low personal accomplishment*.

Hasil penelitian ini menyatakan, (1) *job demand* berpengaruh negatif signifikan pada *rofessional commitment*, (2) *emotional exhaustion* tidak memediasi hubungan antara *job demand* dengan *professional commitment*, (3) *depersonalization* tidak memediasi hubungan antara *job demand* dengan *professional commitment*, dan (4) *low personal accomplishment* tidak memediasi hubungan antara *job demand* dengan *professional commitment*.

**Kata Kunci:** *Emotional exhaustion, Depersonalization, Job Demand, Low Personal Accomplishment, Professional Commitment.*

## ABSTRACT

This study discusses the influence of job demand on professional commitment. Whether the job demand provided will affect the final outcome of the nurses. The nurse to be investigated is an inpatient nurse. The number of nurses studied was 113 nurses. This research is a type of quantitative research. Technical research uses partial least square (PLS).

The purpose of this study was to determine (1) the effect of job demand on professional commitment (2) the effect of job demand on professional commitment mediated by emotional exhaustion (3) the effect of job demand on professional commitment mediated by depersonalization (4) the effect of job demand on professional commitment mediated by low personal accomplishment.

The result of this study stated, (1) job demand significantly influence professional commitment, (2) emotional exhaustion does not mediate of job demand and professional commitment, (3) depersonalization does not mediate of job demand and professional commitment, (4) low personal accomplishment does not mediate of job demand and professional commitment.

**Keywords:** *Emotional exhaustion, Depersonalization, Job Demand, Low Personal Accomplishment, Professional Commitment.*