

INTISARI

Penelitian ini bertujuan untuk menganalisis Pengaruh *Leader member exchange* terhadap kepuasan kerja dan keinginan berpindah kerja dengan *organizational job embeddedness* sebagai variabel *intervening* pada Rumah Sakit Umum PKU Muhammadiyah Bantul. Subyek dalam penelitian ini adalah perawat tetap Rumah Sakit Umum PKU Muhammadiyah Bantul. Dalam penelitian ini sampel berjumlah 119 responden yang dipilih dengan metode *purposive sampling*. Alat analisis yang digunakan adalah SEM (*Structural Equation Modeling*)

Berdasarkan analisis yang telah dilakukan diperoleh hasil bahwa *Leader Member Exchange* signifikan terhadap *organizational job embeddedness*, *organizational job embeddedness* signifikan terhadap kepuasan kerja dan tidak signifikan terhadap keinginan berpindah kerja.

Kata kunci : *Leader Member Exchange*, Kepuasan Kerja, *Turnover Intentions* dan *Organizational Job Embeddedness*

ABSTRACT

This research aims to analyze the influence of Leader member exchange to job satisfaction and turnover intentions with organizational job embeddedness as variable intervening in Rumah Sakit Umum PKU Muhammadiyah Bantul. The subject in this research was permanent nurses at Rumah Sakit Umum PKU Muhammadiyah Bantul. In this research, sample of 119 respondents were selected using purposive sampling. Analysis tool used in this research is SEM (Structural Equation Modeling)

Based on the analysis that have been made the results are the leader member exchange significant to organizational job embeddedness, organizational job embeddedness significant to job satisfaction and not significant to turnover intentions.

Keywords: Leader Member Exchange, Organizational Job Embeddedness, Job Satisfaction and Turnover Intentions