

**THE INFLUENCE OF ROLE CONFLICT AND JOB STRESS ON  
TURNOVER INTENTION IN NURSES AT HASANUDDIN DAMRAH  
MANNA HOSPITAL OF SOUTH BENGKULU REGENCY**

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**ABSTRACT**

*Increasing competitive pressure, accelerated technological change, and changes in demographic structure. Growing awareness and recognition of the increasingly important role of human resources in an organization. The purpose of this research is to determine the influence of role conflict and work stress on turnover intention in nurses at Hasanuddin Damrah Manna Hospital, South Bengkulu Regency. The type of research used is quantitative. The data analysis method used is multiple linear regression, coefficient of determination test, classical assumptions, and hypothesis testing. The results of multiple liner regression have the equation  $Y = 27,384 - 0.439X_1 + 0.156X_2 + 2.292$  because the direction of the regression is positive, which means that if role conflict and work stress increase, turnover intention will also increase. Role conflict is more influential than work stress, there is turnover intention because the role conflict regression value is  $-0.439$ , which is greater than the work stress regression value. Role conflict has a negative effect on turnover intention, this is proven by the results of  $t$  test showing  $t$  count  $>$   $t$  table ( $-5.903 > 1.976$ ) and a significant value of  $0.000 < 0.05$  means  $H_a$  is accepted and  $H_0$  is rejected. Work stress has a positive effect on turnover intention, this is proven by the results of the  $t$  test showing  $t$  count  $>$  from  $t$  table ( $3.128 > 1.976$ ) with a significant value of  $0.000 < 0.05$ , meaning  $H_0$  is rejected and  $H_a$  is accepted. Role conflict and work stress have a joint and significant effect on turnover intention in nurses at Hasanuddin Damrah Manna Hospital, South Bengkulu Regency, this is proven by the  $f$  test showing the calculated  $F$  count  $>$   $F$  table ( $19.697 > 3.91$ ) with a significant value of  $0,000$ .*

*Keywords: Role Conflict, Work Stress, Turnover Intention.*

- 1. Student (Management)*
- 2. Supervisors*

