

THE EFFECT OF WORKFORCE DIVERSITY AND TRANSACTIONAL LEADERSHIP ON TURNOVER INTENTION MODERATED BY PERCEIVED ORGANIZATIONAL SUPPORT ON NURSES AT HERMINA HOSPITAL DEPOK

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ABSTRACT

This study employs a quantitative research method aimed at examining the effects of Workforce Diversity, Transactional Leadership, and Perceived Organizational Support on Turnover Intention. The study uses 105 nurses at Hermina Hospital Depok as respondents, with primary data collected directly from participants and secondary data obtained from various relevant references. Data were collected using the Simple Random Sampling technique and analyzed through descriptive and inferential statistical methods with the assistance of SmartPLS 4.0. The results indicate that: (1) Workforce Diversity has no significant effect on Turnover Intention, (2) Transactional Leadership has no significant effect on Turnover Intention, (3) Perceived Organizational Support has no significant effect on Turnover Intention, (4) Workforce Diversity has no significant effect on Turnover Intention when moderated by Perceived Organizational Support, and (5) Transactional Leadership has no significant effect on Turnover Intention when moderated by Perceived Organizational Support.

Keywords: *Workforce Diversity, Transactional Leadership, Perceived Organizational Support, Turnover Intention*

PENGARUH WORKFORCE DIVERSITY DAN TRANSACTIONAL LEADERSHIP TERHADAP TURNOVER INTENTION DIMODERASI OLEH PERCEIVED ORGANIZATIONAL SUPPORT PADA PERAWAT RUMAH SAKIT HERMINA DEPOK

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ABSTRAK

Penelitian ini menggunakan metode kuantitatif dengan tujuan untuk membuktikan adanya pengaruh *Workforce Diversity*, *Transactional Leadership* dan *Perceived Organizational Support* terhadap *Turnover Intention*. Penelitian ini menggunakan 105 responden perawat RS Hermina Depok sebagai data primer dan data sekunder peneliti peroleh melalui berbagai referensi yang berhubungan dengan penelitian. Pengambilan data menggunakan teknik *Simple Random Sampling* dan dianalisis menggunakan teknik analisis deskriptif dan inferensial dengan bantuan aplikasi SmartPLS 4.0. Sehingga pengolahan data memperoleh hasil bahwa (1) *Workforce Diversity* tidak berpengaruh signifikan terhadap *Turnover Intention*, (2) *Transactional Leadership* tidak berpengaruh signifikan terhadap *Turnover Intention*, (3) *Perceived Organizational Support* tidak berpengaruh signifikan terhadap *Turnover Intention*, (4) *Workforce Diversity* tidak berpengaruh signifikan terhadap *Turnover Intention* dimoderasi oleh *Perceived Organizational Support*, (5) *Transactional Leadership* tidak berpengaruh signifikan terhadap *Turnover Intention* dimoderasi oleh *Perceived Organizational Support*.

Kata Kunci: *Workforce Diversity*, *Transactional Leadership*, *Perceived Organizational Support*, *Turnover Intention*