

The Role of Religiosity and Work Environment Variables in Influencing Work Ethic and Turnover Intention

Istanuroaini Habibah^{1*} , Musoli²

^{1,2}Management, Universitas 'Aisyiyah Yogyakarta, Indonesia

 istanuraini90@gmail.com

ARTICLE INFO

Article Type: Research Paper

Article History:

Received 10_March_2025

Revised 20_April_2025

Accepted 25_May_2025

Keywords:

*Religiosity,
Work Environment,
Work Ethic,
Turnover Intention*

ABSTRACT

The study aims to identify partially the effect of religiosity and work environment on work ethics and to identify partially the effect of religiosity, work environment and work ethic on turnover intention. This study employed quantitative data with primary data type. The research sample was medical personnel of Hospital X located in Central Java Province as many as 111 respondents. The sampling technique was purposive sampling. This study shows that partially religiosity and work environment had a significant positive effect on work ethic. Meanwhile partially religiosity, work environment and work ethic had a significant negative effect on turnover intention. Work ethics mediated the effect of religiosity on turnover intention. Work ethics mediated the effect of work environment on turnover intention.

 : <https://doi.org/10.31101/imb.v1i1.4177>

1. Introduction

Business development in Indonesia and even in the world is becoming increasingly rapid. Organizations without management will find it difficult to achieve common goals. One important part of management is human resource management. This science is used to organize, manage and even control human resources in an organization so that they can carry out their duties properly.

According to (N. K. Suryani & FoEh, 2019) Human Resource Management is the process of conveying organizational goals through utilizing humans or people contained in it so as to create order and order among fellow humans who are interconnected and become beauty in the organization.

Hospital employees play an important role in providing medical, treatment, and rehabilitation services to patients. In this context, employee loyalty becomes a crucial aspect to ensure continuity and stability in health services. The presence of loyal and dedicated employees not only improves service quality but also creates a positive work environment. Therefore, reducing turnover intention needs to be a key focus, given that employee fluctuation can be detrimental to hospital performance, productivity and reputation. As such, strategies and policies that support employee loyalty, professionalism and ethos are crucial investments for the success and sustainability of hospital operations.

To support such cooperation requires a high work ethic and a great sense of responsibility. In addition, employees with high religiosity will also have an impact on how these employees work well as commanded by Allah in QS At Taubah verse 105 which means "And Say: "Work, then Allah and His Messenger and the believers will see your work, and you will be returned to (Allah) Who knows the unseen and the real, then He will tell you what you have done."

However, not all hospital employees have high religiosity and work ethic. Some employees may feel dissatisfied, depressed, or uncomfortable with their work environment. This can lead to turnover intention, which can disrupt the quality of hospital services. The following is data on employees who resigned from 2021-2023 at Private Hospital X in Central Java Province.

Table 1. Number of Resigns per Year

Year	Number
2021	17
2022	17
2023	24

Source: HR Hospital X

Based on Table I data on the number of employees who resigned over the past few years, in 2021 and 2022, the number of resignations remained stable at 17 people per year, but there was a significant spike in 2023, reaching 24 people. This increase indicates potential problems that need to be taken seriously, such as possible problems in the work environment or lack of career development.

The work environment is something that is around the employee that can affect him in carrying out the work given (Kholilah et al., 2024) The Physical Work Environment according to (Masruro & Musoli, 2022) is all physical conditions around the workplace that can affect employees either directly or indirectly.

In addition to the work environment, religiosity and work ethic may be able to influence employees in the desire to leave the company. According to (Rozikan & Zakiy, 2019) Religiosity is a form of religious aspect that has been lived by individuals in the heart. The meaning of religiosity is described in several aspects that must be fulfilled as instructions on how to live life correctly so that humans can achieve happiness in this world and the hereafter.

Work Ethic includes moral principles and norms that must be followed by workers and business owners so that economic activities and work achieve a level of justice, blessing, and sustainability. According to (Fitriana, 2019) Work ethics are often defined as an attitude or fundamental view held by a person to improve the quality of work so that it can affect the achievement of the best performance in a job.

2. Literature Review

2.1. Religiosity

According to (Mahudin et al., 2016) Religiosity is a "way of life" that shapes followers' views of the world and value systems, which have an impact on beliefs and habits. Religiosity includes psychological, social, and cultural dimensions that shape individual religious beliefs, values, and practices. According to Religiosity is divided into 3 dimensional aspects, namely aspects of Faith, Islam and Ihsan.

2.2. Work Environment

The work environment according to (Afandi, 2016) is a social, psychological and physical life in a company that affects workers in carrying out their duties. According to (Sari & Anitra, 2023) The physical work environment includes comfort and safety around the workplace such as chairs, tables, lighting, air circulation in accordance with standard needs, while the non-physical work environment such as good relations between employees and employees, employees with superiors and with subordinates While aspects of the work environment are work services, working conditions and employee relations.

2.3. Work Ethic

Islamic Work Ethic is the character and habits of humans regarding work, emanating from the Islamic faith /aqidah system which is a fundamental life attitude towards Him (Asifudin, 2003; Rozikan & Zakiy, 2019) Work Ethic includes moral principles and norms that must be followed by workers and business owners so that economic activities and work reach the level of justice, blessing, and sustainability. Indicators of work ethic indicators are active and like to work, passionate and frugal, persistent and professional, efficient and imaginative, honest, disciplined and responsible, independent.

2.4. Turnover Intention

Turnover Intention according to (Bothma & Roodt, 2013; Hanida, 2022) is an attitudinal tendency where employees have a desire to leave the organization or resign consciously / voluntarily and intentionally from the organization in the presence of certain reasons. Employee retention is considered a pressing human resource issue and consequently much has been published on this subject. Turnover Intention Scale - 6 is composed of one dimensional construct or one aspect which is unidimensional - Turnover Intention. In this case, the Turnover Intention Scale with 6 items only captures 1 aspect. Turnover Intention is a conscious and planned desire to leave the organization.

Based on the discussion above, the research hypothesis is formulated as follows:

H1 : Religiosity Has a Positive and Significant Effect on Work Ethic

H2 : Religiosity Has a Positive and Significant Effect on Turnover Intention

H3 : Work Environment Has a Positive and Significant Effect on Work Ethic

H4 : Work Environment has a Negative and Significant Effect on Turnover Intention

H5 : Work Ethic has a Negative and Significant Effect on Turnover Intention

H6 : Work Ethic Mediates the Effect of Religiosity on Turnover Intention

H7 : Work Ethic Mediates the Effect of Work Environment on Turnover Intention

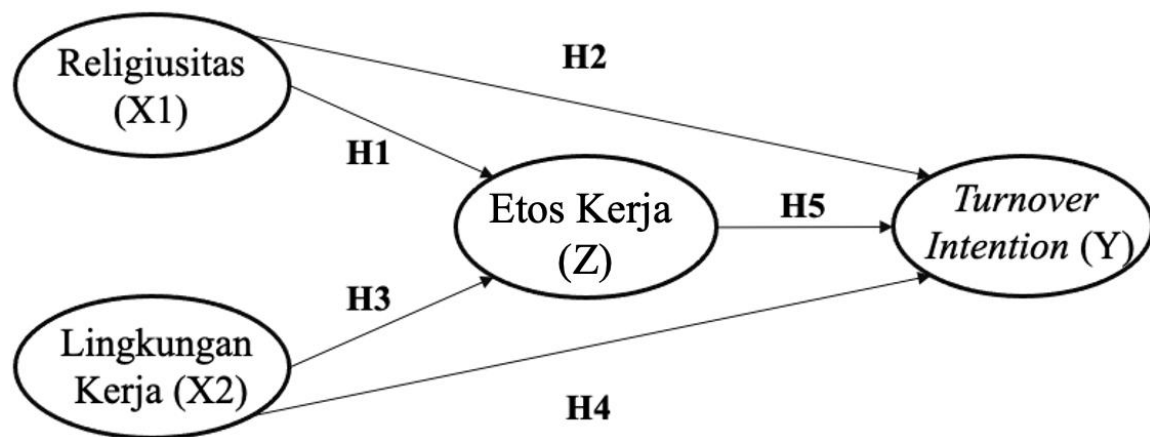


Figure 1. Framework of Thought

3. Research Methods

This type of research is quantitative research to research certain populations or samples, data collection using research instruments, data analysis is quantitative or statistical, with the aim of testing predetermined hypotheses. The variables used are Religiosity (X1), Work Environment (X2), Work Ethic (Z) and Turnover Intention (Y). This research was conducted at one of the Private Hospitals located in Central Java Province.

The population in this study amounted to 499 employees. Furthermore, it is focused on certain criteria and sample calculation is carried out using the Slovin formula with an error rate of 5% so that a sample size of 111 employees is obtained. The data used in this study are primary data obtained from respondents' answers to the questionnaires distributed. The instrument measurement scale in this study is a Likert scale.

Instrument test using validity test and reliability test. The data analysis techniques used are the Assumption Test, multiple linear regression test, coefficient of determination test, Hypothesis Test and finally the Mediation Test using the Process macro 4.2 test by Hayes.

4. Results And Discussion

4.1.Results

Validation Test

Based on the validity test results in Table 2, all instruments used in the statement items in this study are declared valid because all instrument items have a significance value <0.05 so it can be concluded that the data can be continued to the next testing stage.

Table 2 Validity Test

Variable	Indicator	Sig	Sig data	Ket
Religiosity (X1)	X1.1	0,05	0,00	Valid
	X1.2	0,05	0,00	Valid
	X1.3	0,05	0,00	Valid
	X1.4	0,05	0,00	Valid
	X1.5	0,05	0,00	Valid
	X1.6	0,05	0,00	Valid
	X1.7	0,05	0,00	Valid
	X1.8	0,05	0,00	Valid
	X1.9	0,05	0,00	Valid
	X1.10	0,05	0,00	Valid
Environment	X2.1	0,05	0,00	Valid
Work (X2)	X2.2	0,05	0,00	Valid
	X2.3	0,05	0,00	Valid
	X2.4	0,05	0,00	Valid
	X2.5	0,05	0,00	Valid
	X2.6	0,05	0,00	Valid
Work Ethic (Z)	Z.1	0,05	0,00	Valid
	Z.2	0,05	0,00	Valid
	Z.3	0,05	0,00	Valid
	Z.4	0,05	0,00	Valid
	Z.5	0,05	0,00	Valid
	Z.6	0,05	0,00	Valid
Turnover	Y.1	0,05	0,00	Valid
Intention (Y)	Y.2	0,05	0,00	Valid
	Y.3	0,05	0,00	Valid
	Y.4	0,05	0,00	Valid
	Y.5	0,05	0,00	Valid
	Y.6	0,05	0,00	Valid

Source: Data processing, 2024

Reliability Test

Based on the reliability test in Table 3, it shows that all indicators of each statement item in this study can be said to be reliable and can be trusted as a variable measuring instrument, because all the indicators used have a Cronbach Alpha value $> 0,70$.

Table 3 Reliability Test

Variable	<i>Cronbach Alpha</i>	Reliability Standard	Description
Religiosity (X1)	0,915	0,07	Reliable
Work Environment (X2)	0,811	0,07	Reliable
Work Ethic (Z)	0,914	0,07	Reliable
<i>Turnover Intention</i> (Y)	0,774	0,07	Reliable

Source: By Data, 2024

Respondent Characteristics

Description	Criteria	Number of Respondents	Percentage
Job Title	a. Nurse	72	64,9%
	b. Rehabilitation	6	5,4%
	c. Pharmacy	19	17,1%
	d. Midwife	3	2,7%
	e. Laboratory	5	4,5%
	f. Radiology	6	5,4%
Total		111	100%
Gender	a. Female	68	61,3%
	b. Male	43	48,7%
Total		111	100%
Employment Status	a. Permanent	111	100%
Total		111	100%
Length of Service	a. More than 24 months	111	100%
Total		111	100%
Age	a. 18-25 years old	8	7,2%
	b. 26-40 years old	100	90,1%
	c. 41-60 years old	3	2,7%
Total		111	100%

Source: Data Processing, 2024

Multiple Linear Regression Analysis

The results of multiple linear regression analysis can be seen from Table 4 below:

Table 4 Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	26.370	2.495	
Religiosity	.028	.080	.043

Work Environment	-.281	.135	-.270
Work Ethic	-.277	.126	-.302

Source: Data Processing, 2024

Then it can be arranged into a multiple linear regression equation as follows:

$$Y = 26.370 + 0.028 X_1 - 0.281 X_2 - 0.277 Z + e$$

The constant value is 26.370, indicating that if Religiosity, Work Environment and Work Ethic are 0, then *Turnover Intention* will be 26.370. The religiosity regression coefficient is 0.028 (positive) which means that if religiosity increases, *turnover intention* will increase. The Work Environment regression coefficient is 0.281 (negative) which means that if the work environment increases, the level of *turnover intention* will decrease. The Work Ethic regression coefficient is 0.277 (negative) which means that if the work ethic increases, the level of *turnover intention* will decrease.

Partial Test (t Test)

According to (Ghozali, 2018) Partial test basically shows how far the influence of one independent variable individually in explaining the variation in the dependent variable.

Religiosity on Work Ethic

Table 5 Religiosity t test on Work Ethic

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
(Constant)	3.200	2.114		1.514	.133
Religiosity	.501	.049	.701	10.261	.000

a. Dependent Variable: Work Ethic

Source: Data Processing, 2024

Based on the calculation of the value of $t_{count} > t_{table}$. T table can be seen in the statistical table at a significance of $0.05/2 = 0.025$ with degrees of freedom $df = n-2$ or $111-2 = 109$, the results obtained for t table are 1.981. Based on this data, it shows that the significance value of the effect of Religiosity (X1) on Work Ethic (Z) is $0.000 < 0.05$ and the calculated t value is $10.261 > 1.981$. This means that there is a positive and significant influence of Religiosity on Work Ethic.

Religiosity on Turnover Intention

Table 6 Religiosity t test on Turnover Intention

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
(Constant)	23.558	2.548		9.247	0.000
Religiosity	-.226	0.059	-.346	-3.847	0.000

a. Dependent Variable: Turnover Intention

Source: Data Processing, 2024

Based on the calculation of the value of $t_{count} > t_{table}$. T table can be seen in the statistical table at a significance of $0.05/2 = 0.025$ with degrees of freedom $df = n-2$ or $111-2 = 109$, the results obtained for t table are 1.981. Based on these data, the significance value of the effect of religiosity (X1) on turnover intention (Y) is $0.000 < 0.05$ and the value of t count $-3.847 < 1.981$. This means that there is a negative and significant effect of religiosity on turnover intention.

Work Environment on Work Ethic**Table 7 Work Environment t test on Work Ethic**

Model	Unstandardize d Coefficients		Standardize d Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4.050	1.804		2.245	.027
Work Environme nt	.842	.073	.742	11.567	.000

a. Dependent Variable: Work Ethic

Source: Data Processing, 2024

Based on the calculation of the value of $t_{count} > t_{table}$. T table can be seen in the statistical table at a significance of $0.05/2 = 0.025$ with degrees of freedom $df = n-2$ or $111-2 = 109$, the results obtained for t table are 1.981. Based on these data, the significant value of the effect of Work Environment (X2) on Work Ethic (Z) is $0.000 < 0.05$ and the t value is $11.567 > 1.981$. This means that there is a positive and significant influence of the work environment on Work Ethic.

Work Environment on Turnover Intention**Table 8 Working Environment T test on Turnover Intention**

Model	Unstandardized Coefficients		Standardize d Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	25.739	2.181		11.800	0.000
Work Environme nt	-.485	.088	-.467	-5.508	0.000

a. Dependent Variable: Turnover Intention

Source: Data Processing, 2024

Based on the calculation of the value of $t_{count} > t_{table}$. T table can be seen in the statistical table at a significance of $0.05/2 = 0.025$ with degrees of freedom $df = n-2$ or $111-2 = 109$, the results obtained for t table are 1.981. Based on this data, the significance value of the effect of the work environment (X2) on turnover intention (Y) is $0.000 < 0.05$ and the calculated t value is $-5.508 < 1.981$. This means that there is a negative and significant influence of the work environment on turnover intention.

Work Ethic on Turnover Intention**Table 9 Work Ethic T test on Turnover Intention**

Model	Unstandardized Coefficients		Standardize d Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	24.542	1.933		12.698	0.000
Work Environme nt	-.433	.077	-.473	-5.604	0.000

a. Dependent Variable: Turnover Intention

Source: Data Processing, 2024

Based on the calculation of the value of $t_{count} > t_{table}$. T_{table} can be seen in the statistical table at a significance of $0.05/2 = 0.025$ with degrees of freedom $df = n-2$ or $111-2 = 109$, the results obtained for t_{table} are 1.981. Based on these data, the significant value of the effect of work environment (X2) on *turnover intention* (Y) is $0.000 < 0.05$ and the calculated t value is $-5.604 < 1.981$. This means that there is a negative and significant effect of Work Ethic on *turnover intention*.

Coefficient of Determination

The coefficient of determination is used to measure how far the model's ability to explain variations in the independent variable.

Table 10 Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.504*	.254	.233	2.846

Source: Data Processing, 2024

Based on the results of the R Square test in the table above, the amount of R Square is 0.254. This means that the variables of Religiosity, Work Environment and Work Ethic can explain *Turnover Intention* in medical personnel at Hospital X by 25.4%, while the remaining ($100\% - 25.4\% = 74.6\%$) 74.6% is explained by other factors from outside this study.

Mediation Test

Mediation test or mediator role test is a test conducted to measure the level of influence of variable Z in mediating variables X and Y. If the range of BootLLCI and BootULCI values does not include the value of zero, the estimate is significant, and the mediation effect occurs. In the research of Shah & Handrito (2022) states that if BootLLCI and BootULCI do not include the value of zero (0), it can be concluded that the mediation effect occurs.

Religiosity - Work Ethic - *Turnover Intention*

Table 11 Mediation Test of Religiosity

Indirect effect(s) of X on Y:				
Effect	BootSE	BootLLCI	BootULCI	
TOTAL_Z	-.2080	.0592	-.3275	-.0961
Completely standardized indirect effect(s) of X on Y:				
Effect	BootSE	BootLLCI	BootULCI	
TOTAL_Z	-.3177	.0905	-.5045	-.1460

Source: Data Processing, 2024

Based on the data above, it can be explained that the interpretation shows that the BootLLCI and BootULCI values do not include the value 0, with the results of -0.3275 in the BootLLCI value and -0.0961 in the BootULCI value. In other words, it can be explained that the Work Ethic variable can mediate the effect of Religiosity on *Turnover Intention*.

Work Environment - Work Ethic - *Turnover Intention*

Table 12 Mediation Test of Work Environment

Indirect effect(s) of X on Y:				
Effect	BootSE	BootLLCI	BootULCI	
TOTAL_Z	-.2176	.0859	-.3951	-.0617
Completely standardized indirect effect(s) of X on Y:				
Effect	BootSE	BootLLCI	BootULCI	
TOTAL_Z	-.2093	.0807	-.3753	-.0602

Source: Data Processing, 2024

Based on the data above, it can be explained that the interpretation shows that the BootLLCI and BootULCI values do not include the value 0, with the results of -0.3951 in the BootLLCI value and -0.0617 in the BootULCI value. In other words, it can be explained that the Work Ethic variable can mediate the effect of the Work Environment on *Turnover Intention*.

4.2. Discussion

The first hypothesis proposed in this study is that religiosity has a positive and significant effect on work ethics. The T test results show the religiosity variable shows 0.000. These results are in line with (Budi, 2020; Febriyanti, 2022) show that religiosity has a positive and significant effect on work ethic or in other words the first hypothesis (H1) is accepted. This means that if religiosity is high, the Work Ethic of medical personnel at Hospital X increases, and vice versa.

Based on the characteristics of respondents regarding age range, respondents have ages ranging from 18 to 60 years. At the age of 18 people are said to be mature and can start working. People who have grown up usually have good religious attitudes in themselves. Religiosity has a good impact on all aspects, not only in work but even in daily human life. In this condition, it shows that medical personnel at Hospital X have very good religiosity in their company. Employees with high religious attitudes can show a positive attitude towards the work they are responsible for. Employees with a high level of religiosity usually have a good behavioral habit by doing the work that has been approved to be their responsibility. And we have a good relationship to help each other. With this is one that can realize the goals of an organization in developing and establishing the religiosity of employees. A person can maximize the progress of Work Ethic, without feeling burdened with work as his responsibility.

The second hypothesis proposed in this study is that religiosity has a positive and significant effect on *turnover intention*. The T test results show the religiosity variable shows 0.000. These results are in line with (Fachrurrozi, 2024; Kusuma, 2023) which shows that it has a negative and significant effect on *Turnover Intention* or in other words the second hypothesis (H2) is rejected. This means that if the level of religiosity is high, the *turnover intention* of medical personnel at Hospital X will decrease, and vice versa.

Based on the gender of the respondents in this study, it cannot be confirmed that male or female respondents have better religiosity. Basically, religiosity is owned by everyone without exception, because religiosity itself will be embedded with age and the support of the surrounding environment. People who have high religiosity will always in doing all actions pay attention to the good and bad. Thus, people who have high religious status will like to be in a religious environment, one of which is in Hospital X. Employees, especially medical personnel at Hospital X, will feel comfortable and peaceful if they have a high level of religiosity so that the level of desire to leave will decrease.

The third hypothesis proposed in this study is that the Work Environment has a Significant Positive Effect on Work Ethic. The T test results show the Work Environment variable shows 0.000. These results are in line with (Jazil, 2021; Mulyani, 2019; F. D. Suryani & Aji, 2020) shows that it has a positive and significant effect on Work Ethic or in other words the third hypothesis (H3) is accepted. This means that if the level of work environment is high, the work ethic of medical personnel at Hospital X will increase, and vice versa.

Based on the characteristics of respondents based on age range, most respondents are between 26 and 40 years old. This age is a productive age at work so that most employees, especially medical personnel at Hospital X, have equal enthusiasm and enthusiasm for work. This will provide comfort and security for the work environment so that performance between employees will be well established. Also supported by the Work Ethic that has been built since employees decided to join Hospital X provides encouragement to always do good and be responsible at work so as to create a positive work environment. In the end, a good work environment will encourage the Work Ethic owned by employees, especially medical personnel at Hospital X, to increase.

The fourth hypothesis proposed in this study is that the work environment has a negative and significant effect on *Turnover Intention*. The T test results show the Work Environment variable shows 0.000. These results are in line with (Kristin et al., 2022; Putri & Irfani, 2020; Taufik, 2022) show that it has a negative and significant effect on *Turnover Intention* or in other words the fourth hypothesis (H4) is accepted. This means that if the level of work environment is good, the *turnover intention* of medical personnel at Hospital X will decrease, and vice versa.

Based on the characteristics of respondents based on age range, 90.1% of respondents are aged 26 years to 40 years. Most respondents have an age that is not far adrift from each other so that they are able to create a safe, comfortable and happy work atmosphere. With a pleasant work environment, it will increase morale and also be able to establish emotional relationships between employees well and can even foster a great sense of kinship, so that this can reduce the level of desire of employees to leave work.

The fifth hypothesis proposed in this study is that Work Ethic has a Negative and Significant Effect on *Turnover Intention*. The T test results show the Work Ethic variable show 0.000. The results of the Test are in line with (Maharani, 2019) shows that the Work Ethic Variable affects *Turnover Intention* negatively and

significantly or in other words the fourth hypothesis (H5) is accepted. This means that if the level of work ethic is high, the level of *turnover intention* in medical personnel at Hospital X will decrease, and vice versa....

Based on the characteristics of respondents regarding length of service, all respondents have more than 2 years or 24 months of service. With long enough tenure, the work ethic of employees, especially medical personnel at Hospital X, will be even greater. Work Ethic at Hospital X is not a difficult thing to do because basically the existing Work Ethic is in accordance with the norms that apply in daily life. That way, the existence of Work Ethic will guide employees, especially medical personnel, to always behave well and responsibly. This will improve employee performance to reduce the level of *turnover intention* in Hospital X.

The sixth hypothesis proposed in this study is that Work Ethic Mediates the Effect of Religiosity on *Turnover Intention*. From the analysis above, the bootstrap unstandardized indirect effect value is -0.2080 and the 95% confidence interval (CI) ranges from -0.3275 to -0.0961. Since zero is not included in the 95% confidence interval range, it can be concluded that there is a significant indirect effect of religiosity on *turnover intention* through Work Ethic. With good religiosity and supported by a high level of Work Ethic, the level of desire to leave the job of employees, especially medical personnel at Hospital X will be reduced.

The seventh hypothesis proposed in this study is Work Environment Mediates the Effect of Religiosity on *Turnover Intention*. From the results of the analysis above, the bootstrap unstandardized indirect effect value is -0.2176 and the 95% confidence interval (CI) ranges from -0.3951 to -0.617. Since zero is not included in the 95% confidence interval range, it can be concluded that there is a significant indirect effect of work environment on *turnover intention* through Work Ethic. A good, safe and comfortable work environment and supported by a good Work Ethic can reduce the level of *turnover intention* in employees, especially medical personnel at Hospital X.

5. Conclusion and Suggestion

Conclusion

Religiosity has a positive and significant effect on Work Ethic. This means that if religiosity is high, the Work Ethic of medical personnel at Hospital X increases, and vice versa. Religiosity has a significant negative effect on *Turnover Intention*. This means that if the level of religiosity is high, the *turnover intention* of medical personnel at Hospital X decreases, and vice versa. Work Environment has a Significant Positive effect on Work Ethic. This means that if the level of work environment is high, the Work Ethic of medical personnel at Hospital X increases, and vice versa. The work environment has a Significant Negative effect on *Turnover Intention*. This means that if the level of the work environment is high, the *turnover intention* of medical personnel at Hospital X decreases, and vice versa. Work Ethic has a significant negative effect on *Turnover Intention*. This means that if the level of work ethic is high, the level of *turnover intention* in medical personnel at Hospital X decreases, and vice versa. From the results of the analysis, it is concluded that there is a significant indirect effect of religiosity on *turnover intention* through Work Ethic. From the results of the analysis, it is concluded that there is a significant indirect effect of work environment on *turnover intention* through Work Ethic.

Suggestion

Based on the results of this study, it is hoped that X Hospital Medical Personnel will be able to maintain and improve Religiosity and a good Work Ethic in themselves so that the implication is that employee performance will increase and can maintain and improve the Work Environment by creating a pleasant and comfortable atmosphere in carrying out all activities. For future researchers, hopefully in the future they can develop more variables related to this research or use other variables as mediation so that there will be more other factors that can affect *turnover intention*.

6. Reference

- Asifudin, A. D. (2003). Etos Kerja Islami (Telaah Psikologi). Disertasi, 1–309.
- Afandi, P. (2016). Concept & Indicator Human Resource Management For Management Research. Yogyakarta: Deepublish Publisher.
- Bothma, C. F. C., & Roodt, G. (2013). The validation of the turnover intention scale. SA Journal of Human Resource Management, 11(1), 1–12. <https://doi.org/10.4102/sajhrm.v11i1.507>
- Budi, I. S. (2020). Pengaruh Religiusitas terhadap Etos Kerja Pedagang Banjar di Pasar Sudimampir Banjarmasin. Al Iqtishadiyah Jurnal Ekonomi Syariah Dan Hukum Ekonomi Syariah, 5(2), 102. <https://doi.org/10.31602/iqt.v5i2.2539>
- Fachrurrozi, M. (2024). Pengaruh Beban Kerja, Komitmen Organisasi dan Religiusitas Terhadap Turnover Intention dengan Kepuasan Kerja sebagai Variabel Intervening.
- Febriyanti, H. (2022). Pengaruh Religiusitas Studi pada Tenaga Kependidikan Universitas Muhammadiyah Kalimantan Timur. 4(1), 200–207.

- Fitriana, D. A. (2019). Pengaruh Religiusitas Dan Motivasi Intrinsik Terhadap Etos Kerja Karyawan Bri Syariah Kc Madiun. In *Journal Ekonomi dan bisnis* (Vol. 53, Issue 9).
- Hanida, Z. (2022). Pengaruh Kepuasan Upah, Kepuasan Kerja, dan Religiusitas terhadap Turnover Intention.
- Jazil, A. S. (2021). Pengaruh Lingkungan Kerja, Pelatihan Dan Pengembangan Sumber Daya Insani Terhadap Etos Kerja Karyawan Koppontren Ausath Blokagung Karangdoro Tegalsari Banyuwangi.
- Kholilah, K., Muslimin, A., Bitu, D., & Fitantina, F. (2024). Faktor-Faktor yang Mempengaruhi Kinerja Karyawan J&T Ekspres. *Jurnal Motivasi*, 9 No 1(1), 1–9. <https://ejurnal.unisri.ac.id>
- Kristin, D., Marlina, E., & Lawita, N. F. (2022). Pengaruh Lingkungan Kerja, Stres Kerja, Beban Kerja Dan Kepuasan Kerja Terhadap Turnover Intention Karyawan. *Economics, Accounting and Business Journal*, 2(1), 97–107.
- Kusuma, P. S. C. (2023). Hubungan Antara Religiusitas Dengan Turn Over Pada Karyawan PT X Boja Kendal. 30701800099.
- Maharani, A. D. A. (2019). Pengaruh Komitmen Organisasional, Kepuasan Kerja dan Etos Kerja Terhadap Turnover Intention pada PT. Sariguna Primatirta.
- Mahudin, N., Noor, N., Dzulkifli, M., & Janon, N. (2016). Religiosity among Muslims: A Scale Development and Validation Study. *Hubs-Asia*, 20(2), 109. <https://doi.org/10.7454/mssh.v20i2.480>
- Masruro, A., & Musoli, M. (2022). Pengaruh Stres Kerja Dan Lingkungan Kerja Terhadap Kinerja Perawat RS PKU Muhammadiyah Temanggung. *Jurnal Ekonomi Dan Bisnis*, 9(2), 227–239.
- Muliyani, S. (2019). Pengaruh Human Relation (Hubungan Antar Manusia) dan Kondisi Lingkungan Kerja Fisik Terhadap Etos Kerja Pegawai Pada PDAM Tirtanadi Sumatera Utara Cabang Cemara Medan Sri Muli. *Journal Economy And Currency Study (JECS)*, 1(1), 31–38.
- Putri, E. I. P., & Irfani, A. (2020). Pengaruh Kepuasan Kerja dan Lingkungan Kerja Terhadap Turnover Intention di PT Neuronworks Indonesia. *Prosiding Manajemen*, 6(2), 802–808. <http://dx.doi.org/10.29313/v6i2.23059>
- Rozikan, R., & Zakiy, M. (2019). Pengaruh Religiusitas dan Tanggungjawab Sosial Terhadap Etos Kerja Islami pada Karyawan Lembaga Filantropi. *Islamadina : Jurnal Pemikiran Islam*, 191. <https://doi.org/10.30595/islamadina.v0i0.4968>
- Sari, D. L., & Anitra, V. (2023). Pengaruh Pola Kepemimpinan dan Lingkungan Kerja terhadap Produktivitas Pegawai. *Jurnal Motivasi*, Vol 8 No 2, 1–10.
- Suryani, F. D., & Aji, T. S. (2020). Pengaruh Human Relation, Lingkungan Kerja, Pelatihan Dan Pengembangan Sdi Terhadap Etos Kerja Pegawai Bank Syariah. *Jurnal Ekonomika Dan Bisnis Islam*, 3(3), 30–43. <https://doi.org/10.26740/jekobi.v3n3.p30-43>
- Suryani, N. K., & FoEh, J. (2019). Manajemen Sumber Daya Manusia - Tinjauan Praktis Aplikatif (p. 192). <http://repository.ubharajaya.ac.id/id/eprint/9344%0A>
- Taufik, A. (2022). Pengaruh Kompensasi dan Lingkungan Kerja Terhadap Turnover Intention Karyawan pada PT Karya Shakila Group. 7823–7830.