

## INTISARI

**Empos, Lusianus Juniarto, 2019. Pengaruh Stres Tantangan, Stres Hambatan dan Kesetiaan pada Penarikan Diri. Fakultas Ekonomi. Universitas Setia Budi Surakarta. Pembimbing I Nang Among Budiadi, SE., M.Si. Pembimbing II Drs. Sugiyarmasto, MM.**

Penelitian ini bertujuan untuk menguji stres tantangan, stres hambatan, dan kesetiaan pada penarikan diri. Analisis ini menggunakan variabel independen yaitu stres tantangan, stres hambatan, kesetiaan. Variabel dependennya penarikan diri.

Sampel penelitian adalah karyawan non medis Rumah Sakit PKU Muhammadiyah Surakarta. Sampel dilakukan dengan metode probability cluster sampling. Pengumpulan datanya menggunakan kuesioner yang disebarakan langsung ke karyawan non medis sebanyak 130 kuesioner. Metode analisis ini menggunakan teknik analisis SEM (Structural Equation Modeling).

Hasil penelitian menunjukkan bahwa stres tantangan dan stres hambatan berpengaruh signifikan terhadap kesetiaan, serta pengaruh signifikan kesetiaan terhadap penarikan diri.

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**Kata kunci:** Stres tantangan, stres hambatan, kesetiaan, penarikan diri

## ABSTRACT

**Empos, Lusianus Juniarto 2019. Effects of stress challenges, Hindrance stress and loyalty on self-withdrawal. Faculty of Economics university setia budi surakarta. Counselors I Nang Among Budiadi, SE., M.Si. Conselors II Drs. Sugiyarmasto, MM.**

This research aims to test stress challenges, hindrance stress, and Loyalty to self-withdrawal. This analysis uses an independent variable that Stress challenges, hindrance stress, loyalty. Its dependencies variable self-withdrawal.

Research samples are non-medical employees of PKU Hospital Muhammadiyah Surakarta. Samples are done by probability cluster method Sampling. Collecting the data using a disseminated questionnaire Direct to non-medical employees as many as 130 questionnaires. This method of analysis uses the analysis technique of SEM (Structural Equation Modeling).

The results showed that stress challenges and hindrance stress have significant effect on loyalty, as well as the significant influence of loyalty to self-withdrawal.

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**Key words:** stress challenges, Hindrance stress, loyalty, withdrawal