WORK-LIFE CONFLICT AND SEXUAL HARASSMENT IMPACT TOWARDS EMPLOYEE TURNOVER INTENTIONS AT GMIM KALOORAN AMURANG HOSPITAL

PENGARUH KONFLIK KEHIDUPAN-KERJA DAN PELECEHAN SEKSUAL TERHADAP NIAT PERPINDAHAN KARYAWAN DI RS GMIM KALOORAN AMURANG

By:
Argeiny Kembuan[1]
Josep B. Kalangi[2]
Fitty Valdi Arie[3]

[123]International Business Administration, Management Department
Faculty of Economics and Business
Sam Ratulangi University, Manado

e-mail:
[1]ghein.kembuan@gmail.com
[2]josepbkalangi@unsrat.ac.id
[3]fitty_arie@unsrat.ac.id

Abstract: Employees are the most important assets of the organization that is why organizations always try to avoid losing their employees because employees are the key performers to obtain the organization's expected success. Nowadays, the big problem of the organization is to maintain the employee from having the intention to leave or to turnover, especially the employee who has a quality of human resources. This research aims to know the work-life conflict and sexual harassment impact towards employee turnover intentions at GMIM Kalooran Amurang hospital with a quantitative approach. The binary logistic regression method was used to analyze the impact of work-life conflict and sexual harassment on employee turnover intentions. The data collection method in this research used secondary data and primary data, where the primary data was obtained from the questionnaires of the 53 samples of employees in GMIM Kalooran Amurang Hospital. The results of this research suggested that work-life conflict does not have an impact on employee turnover intentions at GMIM Kalooran Amurang Hospital partially, sexual harassment have an impact on employee turnover intentions at GMIM Kalooran Amurang Hospital partially, and work-life conflict and sexual harassment have an impact towards employee turnover intentions at GMIM Kalooran Amurang Hospital simultaneously.

Keywords: work-life conflict, sexual harassment, employee turnover intentions

Abstrak: Karyawan adalah aset organisasi yang paling penting, oleh karena itu organisasi selalu berusaha untuk menghindari kehilangan karyawannya karena karyawan adalah kunci utama untuk mendapatkan kesuksesan yang diharapkan organisasi. Saat ini, masalah terbesar organisasi adalah menjaga karyawan agar tidak memiliki niat untuk keluar atau berpindah, terutama karyawan yang memiliki sumber daya manusia yang berkualitas. Penelitian ini bertujuan untuk mengetahui dampak konflik kehidupan-kerja dan pelecehan seksual terhadap niat perpindahan karyawan di RS GMIM Kalooran Amuang dengan pendekatan kuantitatif. Metode regresi logistik biner digunakan untuk menganalisis dampak konflik kehidupan kerja dan pelecehan seksual terhadap niat perpindahan karyawan. Metode pengumpulan data dalam penelitian ini menggunakan data sekunder dan data primer, dimana data primer diperoleh dari kuesioner dari 53 sampel karyawan di RS GMIM Kalooran Amurang. Hasil penelitian ini menunjukkan bahwa konflik kehidupan kerja tidak berpengaruh terhadap niat perpindahan karyawan di RS GMIM Kalooran Amurang secara parsial, pelecehan seksual berpengaruh terhadap niat perpindahan karyawan di RS GMIM Kalooran Amurang secara parsial, konflik kehidupan kerja dan pelecehan seksual berpengaruh terhadap niat perpindahan karyawan di Rumah Sakit GMIM Kalooran Amurang secara simultan.

Kata Kunci: konflik kehidupan-kerja, pelecehan seksual, niat perpindahan karyawan

INTRODUCTION

Research Background

In this era of globalization, the number of organizations and companies that arise resulting in increasingly fierce competition. All of the organizations or companies compete to achieve their respective goals by creating innovation and creativity. To make a good innovation and creativity, an organization or company also needs a good quality of human resources to create a strategic approach to effective management to gain a competitive advantage. In an organization, human resources or employees are the most important assets for the organization. Therefore, employees are considered as the irreplaceable asset of every organization to obtain the organization's expected success, which is why the organization or company always tries to avoid losing the key performers which are the employees themselves to leave the organization.

Nowadays, the big problem for the organization in order to maintain the quality of human resources is the turnover of employees. Turnover is divided into 2 (two) types such as voluntary turnover and involuntary turnover. Based on the two types of turnover, voluntary turnover will be the one that can be a big problem to the organization or company because this turnover is unpredictable and unplanned by the management and it needs extra time to get the new employee who has a quality of human resource to replace the old employee. The hard part of this turnover is when the organization or company really needs the human resource at the time but they have not found the qualified person yet.

According to Khan (2014), one of the serious problems that can be faced by the organization is the leaving of the employees of the organization because of work and life imbalances or it can be said as work-life conflict. Work-life conflict is used to outline the opposition between one's professional role and one's personal life which is in work and family (Trachtenberg, Anderson and Sabatelli, 2009). In other words, they who have personal life conflict as in family can impact their professional role as in work. In fact, many employees are not capable enough to overcome this problem even though they already have a strategy to deal with it. If the employees are not able to solve this conflict, the employees will feel difficult and even end up deciding turnover from the organization. The other factor that causes employees to have turnover intention is sexual harassment. This is stated by Mueller, De Coster, and Estes (2001); O'Connel and Korabik (2000), that sexual harassment is positively connected with employee turnover intentions. The problem of this sexual harassment is because sexual harassment has occurred a lot in the world of work and the world outside. Not only women, although men can be targets of sexual harassment.

Table 1. Online Survey of Sexual Harassment in Public

Types of Sexual Harassment	Percentage (%)
Verbal	60%
Physical	24%
Non-verbal (visual)	15%

Source: Change.org Indonesia (2019)

The table above shows the result of an online survey of sexual harassment in public with 62.000 respondents conducted by Change.org Indonesia in 2019 with three types of sexual harassment such as verbal, non-verbal (visual), and physical sexual harassment which resulted from 60% of the respondents experienced verbal sexual harassment, 24% experienced physical sexual harassment and 15% were non-verbal or visual sexual harassment, which means this sexual harassment is becoming a big problem to the public because 62.000 respondents that get harassed is not a small number of people. This is truly explaining sexual harassment nowadays because sexual harassment is what people are talking about on social media and there are so many people who stated that they are traumatized and uncomfortable.

According to Adams (1988); Baba, Jamal and Tourigny (1998); Williams, Giuffre and Delinger (1999) sexual harassment can cause stress, depression, and anxiety which is responsible for negative workplace resulted in decreases organizational performance and productivity means if this happens in the work environment, the employee will no longer feel comfortable staying in the organization and also may become the employee have turnover intention.

Look at these factors that cause the loss of employees in an organization, organization in the health service sector located in Amurang, South Minahasa, which is GMIM Kalooran Amurang hospital can be categorized as one of the organizations that need a qualified human resource because the hospital has an important role to play for many people. To get quality human resources, this hospital is one of the hospitals that provide scholarships

for employees who want to study. This causing this hospital to always tries to maintain its employees. However, there are still cases where an employee who used to get a scholarship for school suddenly chooses to leave the hospital organization. If the intention of an employee ends up with leaving the organization, it can make an impact on the human resource management of the hospital because human resource management must do the recruitment and selection again to find another person who deserves to replace the employees' position.

Table 2. Turnover Rate of Employees in GMIM Kalooran Amurang Hospital 2016-2020

Year	Total of Employee	Employees In	Turnover Employees	Percentage of Turnover Rate of Employees (%)
2016	307	0	2	0.65%
2017	305	11	18	5.90%
2018	306	52	23	7.51%
2019	338	18	14	4.14%
2020	350	20	33	9.42%

Source: GMIM Kalooran Amurang Hospital

Based on the table above, turnover in GMIM Kalooran Amurang hospital has fluctuated. In 2016, the turnover rate was 0.65% and then increased in 2017 to 5.90%. In 2018, more increase to 7.51% but had a decrease in 2019 to 4.14%. However, the turnover rates increased again in 2020 by 9.42% and nearly reach the total minimum normal limit of turnover rate according to Gillies (2000) which is 5-10%.

The more employees that leave, the more it makes the remaining employees restless, discouraged and even encourage them to join in looking for better opportunities out from the hospital. If this decreased employee morale affects the organization's culture, it will be difficult for the company to attract good talents anymore.

Research Objectives
The objectives of this research are as follows:
1. To know the impact of work-life conflict towards employee turnover intentions at GMIM Kalooran Amurang hospital partially
2. To know the impact of sexual harassment towards employee turnover intentions at GMIM Kalooran Amurang hospital partially.
3. To know the impact of work-life conflict and sexual harassment towards employee turnover intentions at GMIM Kalooran Amurang hospital simultaneously

THEORETICAL FRAMEWORK

Human Resource Management
According to Flippo (1980), human resource management is the planning, organizing, directing and controlling of the procurement development compensation integration, maintenance, and separation of human resources to the end that individual, organizational and social objectives are accomplished. This means the overall function of human resource management is to assure that the organization will be able to achieve success through people within the management.

Work-Life Conflict
According to Higgins, Duxbury and Lyons (2007), Work-life conflict is defined as a form of inter-role conflict in which work and family requests are commonly contrary, fulfilling needs of both the areas is troublesome. There are 3 (three) indicators of work-life conflict such as time-based conflict, time-based conflict and behavior-based conflict.

Sexual Harassment
According to Equal Employment Opportunity Commission (1980), sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. When this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment. Types of sexual harassment

according to Fitzgerald, Gelfand, and Drasgow (1995) such as gender harassment, unwanted sexual attention and coercion.

Employee Turnover Intention

According to Robbins and Judge (2015), employee turnover intention can be said as a tendency where employees have the possibility to leave the organization

Previous research

M.W.G Punyawansa and R.R.N.T Rathnaweera (2018) evaluated two work life dimensions (Work interference with Family conflicts and Family interference with work conflicts) and their impact on turnover intention. The sample consisted of one hundred sewing machine operators in apparel manufacturing enterprises at Export Processing Zone Koggala. Primary data were gathered through an adopted questionnaire scales developed by Netemeyer, Boles and McMurrian (1996); Mobley et al., (1978). Descriptive analysis, correlation analysis and regression analysis were used as data analysis techniques. The research findings revealed that significant positive relation-ship between work life conflict and turnover intention. Further it was revealed that variance in turnover intention was significantly explained by the two work life conflict dimensions. Further it showed that family interference with work as the most influencing dimension on turnover intention.

Maheen Salman, Fahad Abdullah, and Afia Saleem, (2016) investigated the impact of sexual harassment on employee turn-over intention in educational sector of Peshawar, Pakistan. A total of 127 respondents are selected from 3 public and 3 private sector business schools of Peshawar. Using simple linear regression, the results reveal the existence of positive relationship between sexual harassment and employee turnover intentions.

Ni Wayan Mega Sari Apri Yani, I Gede Adnyana Sudibya, and Agoes Ganesha Rahyuda (2016) aimed to determine the effect of work-family conflict and work stress on job satisfaction and turnover intention of female employees at Bank Rakyat Indonesia (BRI) Gatot Subroto Denpasar Branch Office. Respondents in this study amounted to 30 married female employees. The results showed that: (1) work-family conflict had a negative and significant effect on job satisfaction. (2) job stress has a negative and significant effect on job satisfaction. (3) job satisfaction has a negative and significant effect on turnover intention. (4) work-family conflict has no positive and significant effect on turnover intention. (5) work stress has a significant positive effect on turnover intention. (6) work-family conflict affects turnover intention indirectly through job satisfaction. (7) work stress affects turnover intention indirectly through job satisfaction. The mediation variable test shows that the mediating nature of job satisfaction on the relationship between work-family conflict and turnover intention is complete full mediation (perfect mediation variable), while the mediating nature of job satisfaction on the relationship between job stress and turnover intention is partial mediation (partial mediation variable).).

Conceptual Framework
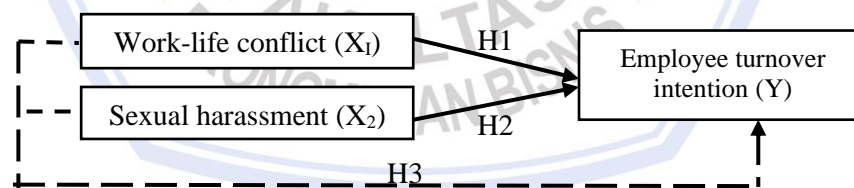
Figure 1. Conceptual Framework
Source: Data Processed, 2021

Research Hypothesis

H1 : Work-life conflict has an impact towards employee turnover intentions at GMIM Kalooran Amurang hospital partially

H2 : Sexual harassment has an impact towards employee turnover intentions at GMIM Kalooran Amurang hospital partially

H3 : Work-life conflict and sexual harassment have an impact towards employee turnover intentions at GMIM Kalooran Amurang hospital simultaneously

RESEARCH METHOD

Research Approach

This research is research with a quantitative approach. A quantitative approach is a scientific approach based on reality and can be classified, observed, and measured the nature of the cause-and-effect relationships from where the research data is in the form of figures. Statistical analysis is using in this method (Sugiyono, 2010).

Population, Sample, Sampling Technique

The population in this research is all the 350 employees of GMIM Kalooran Amurang hospital with 53 samples taken from the population. The researcher used purposive sampling as the sampling technique. According to Arikunto (2010), purposive sampling is the process of selecting a sample based on the specific purpose and it is not based on the level or area but a form of non-probability sampling in which the researchers rely on their judgment when selecting the sample of the population.

Testing of Research Instruments
Validity and Reliability Test

Validity explains about how well the actual area investigation covered in data collected (Ghauri and Gronhaug, 2005), While reliability is used to test the questionnaire of the research. A questionnaire is reliable if the respondent's response to questionnaire   is consistent and stable over time.

Binary Logistic Regression

Binary logistic regression is a form of model between the independent variable when the dependent variable is a data with binary or dichotomous size (for example Yes=1 and No=0). Meanwhile, the type of data for the independent variable can be the type of data nominal, ordinal, interval, or ratio. To analyze the data with Binary Logistic Regression in this research, the researcher used Statistical Package for Society Science (SPSS) version 23 program. The formula of binary logistic regression is as follows:

$$E(y) = \frac{e^{\beta_0 + \beta_1 X_1 + \beta_2 X_2}}{1 + e^{\beta_0 + \beta_1 X_1 + \beta_2 X_2}}$$

Y   = Employee turnover intentions
β   = Coefficients value
X1   = Work-life conflict
X2   = Sexual harassment

In this research, X (variable dependent) measured with Likert scale or ordinal data. While Y (variable dependent) is variable dummy or variable with binary or dichotomous size which the data is just between Yes=1 or No=0. In this research the code 1 = employee have turnover intention, and code 0 = employee do not have turnover intention.

Significant Model Test

To determine the impact of independent variables towards dependent variable in the model simultaneously, it can be tested with Omnibus test with the significant level of 0.05.
1. If the significance value <0.05 than it can be concluded that independent variables together simultaneously have a significant impact on dependent variable.
2. If the significance value >0.05 than the independent variables is not significant simultaneously have an impact on dependent variable.

Partial Test

Partial test in this research can be done through Wald Test. The following hypothesis as follows:
Ho: $\beta_j = 0$ (the independent variable to j does not have a significant impact on the dependent variable
H1: $\beta_j \neq 0$ (the independent variable to j has a significant impact on the dependent variable)
For j = 1,2, ..., p
The hypothesis will be rejected if the p-value $< \alpha$ (0.05), which means that the independent variable partially affects the independent variable.

Odds Ratio

Odds ratio is a measure of risk to see the occurrence of "success" tendency between one classification and another, Odds ratio is defined as the ratio of the odds for $x_j = 1$ to $x_j = 0$. As a rule, the odds ratio is the set of odds divided by the other odds.

Interpret of goodness of fit

Goodness of fit is used to test how well the model fits the data. To test the goodness of fit in this research, it can be tested with Hosmer and Lameshow goodness of fit test that is measured with chi-square value at the level of significant 5% or 0.05. If the value of Hosmer and Lameshow's goodness of fit <0.05, it means that there is a significant difference between the model and the observation value or the model is not good or cannot predict the value of the observation. If the Hosmer and Lameshow's goodness of fit >0.05, it means the model is fit and can predict the observation value.

RESULT AND DISCUSSION

Table 3. Validity Test

Variable	Indicators	Pearson Correlation	Sig. (2-tailed)	N	Status
Work-Life Conflict (X1)	$X_{1.1}$	0.402	0.003	53	Valid
	$X_{1.2}$	0.287	0.037	53	Valid
	$X_{1.3}$	0.396	0.003	53	Valid
	$X_{1.4}$	0.447	0.001	53	Valid
	$X_{1.5}$	0.326	0.017	53	Valid
	$X_{1.6}$	0.357	0.009	53	Valid
	$X_{1.7}$	0.530	0.000	53	Valid
	$X_{1.8}$	0.242	0.081	53	Valid
	$X_{1.9}$	0.361	0.008	53	Valid
	$X_{1.10}$	0.330	0.016	53	Valid
	$X_{1.11}$	0.502	0.000	53	Valid
	$X_{1.12}$	0.290	0.035	53	Valid
	$X_{1.13}$	0.361	0.008	53	Valid
	$X_{1.14}$	0.392	0.004	53	Valid
	$X_{1.15}$	0.419	0.002	53	Valid
	$X_{1.16}$	0.400	0.003	53	Valid
	$X_{1.17}$	0.279	0.043	53	Valid
	$X_{1.18}$	0.543	0.000	53	Valid
Sexual Harassment (X2)	$X_{2.1}$	0.631	0.000	53	Valid
	$X_{2.2}$	0.498	0.000	53	Valid
	$X_{2.3}$	0.310	0.024	53	Valid
	$X_{2.4}$	0.329	0.016	53	Valid
	$X_{2.5}$	0.361	0.008	53	Valid
	$X_{2.6}$	0.471	0.000	53	Valid
	$X_{2.7}$	0.259	0.061	53	Valid
	$X_{2.8}$	0.487	0.000	53	Valid
	$X_{2.9}$	0.359	0.008	53	Valid
	$X_{2.10}$	0.512	0.000	53	Valid
	$X_{2.11}$	0.410	0.002	53	Valid
	$X_{2.12}$	0.343	0.012	53	Valid
	$X_{2.13}$	0.365	0.007	53	Valid
	$X_{2.14}$	0.334	0.015	53	Valid
	$X_{2.15}$	0.572	0.000	53	Valid
	$X_{2.16}$	0.338	0.013	53	Valid
	$X_{2.17}$	0.474	0.000	53	Valid

Source: Data Processed, 2021

Based on the 53 of total sample in this research, the r table obtained for df = n-2 and 5% of significance value is 0.2284. From the table above, it can be seen that all the values are all above 0.2284 which means all the data is valid.

Table 4. Reliability Test

Variable	Cronbach's Alpha	Status
Work-Life Conflict	0.653	Reliable
Sexual Harassment	0.694	Reliable

Source: Data Processed SPSS, 2021

A variable is said reliable if Cronbach alpha >0.60. Based on the table above, it can be seen that all the data of variable Work-Life Conflict and Sexual Harassment obtained is all reliable because the value of Cronbach alpha >0.60.

Table 5. Significant Test (Omnibus Test)

	Chi-Square	Df	Sig.
Step 1 Step	8.106	2	.017
Block	8.106	2	.017
Model	8.106	2	.017

Source: Data Processed SPSS, 2021

Table above shows that the significance value is 0.017 which <0.05, means that the independent variables together has significant impact on dependent variable simultaneously.

Table 6. Partial Test (Wald Test)

								95% C.I.for EXP(B)	
		B	S.E.	Wald	Df	Sig.	Exp (B)	Lower	Upper
Step 1ᵃ	x1.Total	.099	.086	1.320	1	.251	1.104	.933	1.306
	x2.Total	.206	.086	5.815	1	.016	1.229	1.039	1.454
	Constant	-13.654	6.993	3.812	1	.051	.000		

Variables in the Equation

Source: Data Processed SPSS (2021)

The level of significance that used is 0.05. Based on the table above, it can be seen that the significance value of X_1 (Work-Life Conflict) is more than 0.05 means the independent variable does not have a significant impact on the dependent variable. While the significance value of X_2 (Sexual Harassment) is less than 0.05 means the independent variable has significant impact on dependent variable.

Table7. Test Significant Model Odds Ratio

		B	S.E.	Wald	Df	Sig.	Exp (B)
Step 1ᵃ	x1.Total	.099	.086	1.320	1	.251	1.104
	x2.Total	.206	.086	5.815	1	.016	1.229
	Constant	-13.654	6.993	3.812	1	.051	.000

Source: Data Processed SPSS (2021)

For the odds ratio value of variable X2 (Sexual Harassment) it is obtained 1.229 indicates that the probability of Sexual Harassment is 1.229 times greater on employee to have turnover intention. Odds ratio will be changed into a form of probability. The equation as follows:

$$P(y) = \frac{NilaiOdds}{1+NilaiOdds}$$
$$P(y) = \frac{1.229}{1+1.229} = 0.5513 = 55.13\%$$

From this result, it can be concluded that the probability of employees that experienced sexual harassment is 55.13% to have turnover intention. The other variable does not change into odds ratios because of the results of significance values in Partial Test previously shows that the variable does not have a significant effect on variable dependent.

Table 8. Interpret the goodness of fit (Hosmer and Lameshow Test)

Step	Chi-Square	Df	Sig.
1	6.912	8	0.548

Source: Data Processed SPSS, 2021

If the significance value of Hosmer and Lameshow's goodness of fit test >0.05, it means the model is fit and can predict the observation value. From the table above, it can be concluded that the value of significance is 0.546 or more than 0.05, means the model is fit and can predict the observation value.

Table 9. Contingency Table for Hosmer and Lemeshow Test

		Employee turnover intentions = employee do not have turnover intention		Employee turnover intentions = employee have turnover intention		Total
		Observed	Expected	Observed	Expected	
Step 1	1	5	4.072	0	.928	5
	2	3	3.445	2	1.555	5
	3	4	3.840	2	2.160	6
	4	1	2.968	4	2.032	5
	5	4	2.633	1	2.367	5
	6	2	2.314	3	2.686	5
	7	2	2.154	3	2.846	5
	8	2	1.815	3	3.185	5
	9	1	1.484	4	3.516	5
	10	2	1.275	5	5.725	7

Source: Data Processed SPSS, 2021

With 10 steps of observation in the table above, it can be seen that the observations for employee turnover intentions do not have differences that are too extreme. This shows that the logistic regression model used in this research is able to predict the value of the observations in other words the model is fit.

Discussion
Work-Life Conflict

Work-Life conflict usually occurs due to the imbalance of work and family life. The indicator of this conflict that was used to measure work-life conflict in this research which are time-based conflict, strain-based conflict, and behavior-based conflict really measures the work-life conflict experiences of the respondents. The results of the respondents' responses show that most of the respondents agree that they experienced work-life conflict based on their answers. This result is very reasonable considering that most of the respondents are nurses at the GMIM Kalooran Amurang Hospital which can be seen from their work that uses shifts that require them to be able to work even at night and maybe leave their family job. Therefore, the results from the logistic regression analysis show that work-life conflict does not have a significant impact on turnover intention maybe because the work-life conflict that they experience still can be communicated with their family and maybe they still can handle it considering that most of the respondents are nurses where before they work, they already know the consequences of their work. Research by Lathifah (2008) towards auditor at Kantor Akuntan Publik in Indonesia resulted from the conflict between work and family life does not have a significant impact on turnover intention. Another research that has the same result is research by Yani, Sudibya, and Rahyuda (2016) means not all cases of work-life conflict have an impact on the turnover intention of the employee.

Sexual Harassment

Sexual harassment is the most talked about thing on social media nowadays, considering that sexual harassment has happened a lot now. In this era, harassment does not only occur in certain genders but all genders can experience sexual harassment. It can happen to anyone, anywhere. Sexual harassment is not only about rape but all of the unwanted things regarding of sexual nature. Based on the frequency of respondents' response to sexual harassment measured with the 3 (three) indicators such as gender harassment, unwanted sexual harassment, and coercion, and the results show that most of the respondents experienced sexual harassment more than one time for some type of sexual harassment. As it is known that sexual harassment can interfere with employees'

psychological then this can be the cause of the results of logistic regression analysis where sexual harassment has an impact on the turnover intention of the employee. It may be because an employee experiencing sexual harassment in the workplace will affect the psychology, sleep quality, and health of the employee and it can indicate employee feel uncomfortable in the workplace also can reduce performance and productivity. No one wants an uncomfortable workplace that causes by sexual harassment because they will feel intimidated and disturbed while working in the workplace. That is why sexual harassment can make employees have the intention to turnover from the organization. It is proved by other research by Salman, Abdullah, and Saleem (2016) and research by El Badawy, Ghoneim, and Hussin (2016) that sexual harassment has an impact on turnover intention.

CONCLUSION AND RECOMMENDATIONS

Conclusion
Based on the results of the research on employee at GMIM Kalooran Amurang Hospital in order to answer the problem of the research it can be concluded that:
1. Work-Life Conflict with indicator time-based conflict, strain-based conflict and behavior-based conflict does not have impact towards employee turnover intentions at GMIM Kalooran Amurang Hospital partially.
2. Sexual Harassment with indicator gender harassment, unwanted sexual harassment and coercion have impact towards employee turnover intentions at GMIM Kalooran Amurang partially.
3. Work-Life Conflict and Sexual Harassment have an impact towards Employee Turnover Intentions at GMIM Kalooran Amurang Hospital simultaneously.

Recommendations
1. For human resource management in GMIM Kalooran Amurang, it is better to pay more attention to the work environment which is in GMIM Kalooran Amurang to ensure the level of comfort and safety of employees. This is because employees are the most important asset in the organization; especially hospital is the organizations that require a lot of quality human resources for the important role to play for many people. Management should provide procedures for filing complaints from employees to find out the condition of employees at the hospital so that employees feel cared for. Management can also make socialization about harassment in the workplace to help employees understand what can be included in sexual harassment and provide appropriate policies and sanctions for perpetrators of workplace harassment. Other than that management should always evaluate and monitor whether the policies are always complied with or not, and in the evaluation, always accept all criticisms and suggestions for safety and mutual comfort in achieving organizational goals.
2. For further researchers, it is better to focus on qualitative method which is with interview in order to gain in-depth view of the type of Work-Lie Conflict and Sexual Harassment that experienced by the employee.

REFERENCES

Adams, J.D. (1988). A healthy cut in costs. *Personnel Administrator*, 33, 42-47. Available at: https://psycnet.apa.org/record/1989-20813-001. Retrieved on: March 23, 2021

Arikunto, S. (2010). *Prosedur Penelitian Suatu Pendekatan Praktik*. Jakarta: Rineka Cipta.

Baba, V.V., Jamal, M., and Tourigny, L. (1998). Work and mental health: A decade in Canadian research. *Canadian Psychology/Psychologie canadienne,* 39(1-2), 94–107. Available at: https://psycnet.apa.org/record/1998-04544-009. Retrieved on: April 21, 2021

El Badawy, T.A., Ghoneim, N., and Hussin, M.M. (2016). An Examination of Sexual Harassment, Job Stress and Turnover Intention: Evidence from Egypt. *Journal of Business and Management,* Vol No. 5 Issue No 2. Available at: https://www.researchgate.net/publication/312836309_An_examination_of_sexual_harassment_job_stress_and_turnover_intention_Evidence_from_Egypt. Retrieved on February 15, 2021

Equal Employment Opportunity Commission. (1980). Guidelines on discrimination Because of sex (Section 1604.11). Federal Register, 45, 74676-74677. Available at: https://www.govinfo.gov/content/pkg/CFR-2016-title29-vol4/xml/CFR-2016-title29-vol4-part1604.xml#:~:text=specifically%20states%20that%20it%20shall,extent%20that%20such%20agencies%20limit. Retrieved on: April 20, 2021

Fitzgerald, L., Gelfand, M., and Drasgow, F. (1995). Measuring sexual harassment: Theoretical and psychometric advances. *Basic and Applied Social Psychology*, 17(4), 425–445. Available at: https://www.researchgate.net/publication/247808644_Measuring_Sexual_Harassment_Theoretical_and_Psychometric_Advances. Retrieved on: November 18, 2020

Flippo, E.B. (1980). *Principle of Personnel Management.* New York: McGraw-Hill

Ghauri, A.P., and Gronhaug, K. (2005). *Research Methods in Business Studies*. Harlow, FT/Prentice Hal.

Gillies, D.A (2000). *Manajmen Keperawatan: Suatu Pendekatan Sistem*. Philadelphia: W.B. Saunders

Higgins, D.C., Duxbury, D.L., and Lyons, S. (2008). Reducing Work-Life Conflict: What works? What Doesn't? *Executive Summary.* Available at: https://www.canada.ca/en/health-canada/services/environmental-workplace-health/reports-publications/occupational-health-safety/reducing-work-life-conflict-what-works-what-doesn.html. Retrieved on: March 20, 2021

Khan A. A. (2014). *Wok-family conflict in the context of Bangladesh*. In: a conference organized by the Federation University, Australia.

Lathifah, I. (2008). *Pengaruh Konflik Pekerjaan-Keluarga terhadap Turnover Intentions dengan Kepuasan Kerja Sebagai Variabel Intervening (Studi Empiris pada Auditor Kantor Akuntan Publik di Indonesia)*. Available at: http://eprints.undip.ac.id/8113/. Retrieved on: January 25, 2021

Mueller, C.W., De Coster, S., and Estes, S.B. (2001). Sexual harassment in the workplace: Unanticipated consequences of modern social control in organizations. *Work and Occupations*, *28*(4), 411-446. Available at: https://www.researchgate.net/publication/233793079_Sexual_Harassment_in_the_WorkplaceUnanticipated_Consequences_of_Modern_Social_Control_in_Organizations. Retrieved on: January 25, 2021

O'Connell, C.E., and Korabik, K. (2000). Sexual harassment: The relationship of personal vulnerability, work context, perpetrator status, and type of harassment to outcomes. *Journal of Vocational Behavior, 56*(3), 299-329. Available at: https://www.sciencedirect.com/science/article/abs/pii/S0001879199917177. Retrieved on February 23, 2021

Punyawansa, M. W. G., and Rathnaweera, R. R. N. T. (2018). Impact of work-life conflict on turnover intention. *Global Scientific Journals,* Vol 6, 495-502. Available at: https://www.researchgate.net/publication/333817269_IMPACT_OF_WORK_LIFE_CONFLICT_ON_TURNOVER_INTENTION. Retrieved on October 23, 2020

Robbins, S.P. and Judge, T.A. (2015). *Organizational Behavior.* 16th Edition. United States: Pearson

Salman, M., Abdullah, F., and Saleem, A. (2016). Sexual harassment at workplace and its impact on employee turnover intentions. *Business and Economic Review*, 8(1), 87-102. Available at: https://www.researchgate.net/publication/312235942_Sexual_Harassment_at_Workplace_and_its_Impact_on_Employee_Turnover_Intentions. Retrieved on: January 25, 2021

Sugiyono. (2010). *Metode Penelitian Kuantitatif Kualitatif and RND*. Bandung: Alfabeta.

Trachtenberg, V.J., Anderson, S.A., and Sabatelli, R.M. (2009). Work-home conflict and domestic violence: A test of a conceptual model. *Journal of Family Violence,* 24(7), 471-483. Available at: https://www.ojp.gov/ncjrs/virtual-library/abstracts/work-home-conflict-and-domestic-violence-test-conceptual-model. Retrieved on: December 5, 2020

Williams, C.L., Giuffre, P.A., and Dellinger, K. (1999). Sexuality in the workplace: organizational control, sexual harassment, and the pursuit of pleasure. *Annual Review of Sociology* 25, 73-93. Available at: https://www.annualreviews.org/doi/abs/10.1146/annurev.soc.25.1.73. Retrieved on September 1, 2020

Yani, N.W.M.S.A., Sudibya, I.G.A., and Rahyuda, A.G. (2016). Pengaruh Work-Family Conflict Dan Stres Kerja Terhadap Kepuasan Kerja Dan Turnover Intention Karyawan Wanita. *E-Jurnal Ekonomi dan Bisnis Universitas Udayana,* 5(3), 629-658. Available at: https://ojs.unud.ac.id/index.php/EEB/article/view/17860. Retrieved on: November 18, 2020