

ETHICAL CLEARANCE LETTER

Surat Kelaikan Etik

No. 5888/B.1/KEPK-FKUMS/X/2025

Komisi Etik Penelitian Kesehatan (KEPK) FK UMS, setelah menelaah rancangan penelitian yang diusulkan menyatakan bahwa:

Health Research Ethics Committee Faculty of medicine of Universitas Muhammadiyah Surakarta, after reviewing the research design, state that:

Penelitian dengan judul:

The research proposal with topic:

MODEL MEDIASI MODERASI HUBUNGAN ANTARA MANAJEMEN KARIR, JOB CRAFTING DAN MANAJEMEN KOMPENSASI DENGAN TURNOVER INTENTION

Peneliti:

The researcher:

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Institusi/ Institution : Universitas Terbuka

Telah memenuhi deklarasi Helsinki 1975, Council for International Organizations of Medical Sciences (CIOMS) dan World Health Organization (WHO) 2016

Has met the declaration of Helsinki 1975, Council for International Organizations of Medical Sciences (CIOMS) and World Health Organization (WHO) 2016

dan dinyatakan lolos etik

and ethically approved

Surakarta, 14 Oktober 2025

Ketua/Chairman,



Prof. Dr. dr. EM. Sutrisna, M,Kes.