

Abstrak

FAKTOR- FAKTOR YANG MEMPENGARUHI *TURNOVER INTENTION* PERAWAT DI RUMAH SAKIT SWASTA PURWOKERTO TAHUN 2024

Latar Belakang: Tingkat *turnover intention* perawat di Rumah Sakit di Indonesia cukup tinggi, yakni melebihi 10% setiap tahunnya (di atas batas normal). Fenomena ini juga terjadi di Purwokerto, dimana pada tahun 2023 tingkat *turnover* melampaui ambang batas minimal 10% per tahun. Penyebab *turnover intention* perawat antara lain beban kerja, stres kerja, persepsi dukungan organisasi, kepuasan kerja, dan kompensasi. *Turnover intention* perawat dapat mengakibatkan berkurangnya perawat yang terlatih dan ahli di bidangnya.

Metode: Penelitian ini menggunakan desain *cross-sectional* dengan jumlah responden sebanyak 302 orang dari 6 rumah sakit swasta di Purwokerto. Teknik pengambilan sampel yang digunakan adalah *stratified proporsional random sampling*. Pengumpulan data dilakukan dengan menggunakan kuesioner dan analisis menggunakan regresi logistik biner dengan metode *enter*.

Hasil: Analisis hubungan beban kerja, stres kerja, persepsi dukungan organisasi, kepuasan kerja, dan kompensasi terhadap *turnover intention* perawat menunjukkan nilai $p < 0,001$. Analisis multivariat menggunakan metode *enter* menemukan bahwa beban kerja dan stres kerja memiliki pengaruh yang signifikan ($p = 0,001$), sedangkan dukungan organisasi yang dirasakan ($p = 0,368$), kepuasan kerja ($p = 0,125$), dan kompensasi ($p = 0,175$) tidak memiliki pengaruh yang signifikan.

Kesimpulan: Terdapat hubungan antara beban kerja, stres kerja, dukungan organisasi yang dirasakan, kepuasan kerja, dan kompensasi dengan *turnover intention* perawat. Namun, analisis multivariat menunjukkan bahwa beban kerja dan stres kerja secara simultan memengaruhi *turnover intention* perawat di rumah sakit.

Kata Kunci : Kepuasan, kompensasi, *Perceived Organizational Support* *Turnover Intention* ,Beban Kerja, Stres Kerja

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Abstract

FACTORS INFLUENCING NURSE TURNOVER INTENTION AT PRIVATE HOSPITALS IN PURWOKERTO IN 2024

Background : The turnover intention rate among nurses in hospitals in Indonesia is quite high, exceeding 10% annually (above the normal limit). This phenomenon also occurred in Purwokerto, where in 2023 the turnover rate exceeded the minimum threshold of 10% per year. The causes of nurse turnover intention include workload, work stress, perceived organizational support, job satisfaction, and Keywords: compensation. Nurse turnover intention can lead to a decrease in trained and expert nurses in their field.

Methods : This study used a cross-sectional design with 302 respondents from 6 private hospitals in Purwokerto. The sampling technique was stratified proportional random sampling. Data were collected using questionnaires, and the analysis employed binary logistic regression with the enter method.

Results: The analysis of the relationship between workload, work stress, perceived organizational support, job satisfaction, and compensation on nurse turnover intention showed a p-value <0.001 . Multivariate analysis using the enter method found that workload and work stress had significant effects ($p = 0.001$), while perceived organizational support ($p = 0.368$), job satisfaction ($p = 0.125$), and compensation ($p = 0.175$) did not have significant effects.

Conclusion: There is a relationship between workload, work stress, perceived organizational support, job satisfaction, and compensation with nurse turnover intention. However, multivariate analysis shows that workload and work stress simultaneously influence nurse turnover intention in hospitals.

Keyword : Compensation, Perceived Organizational Support, Turnover Intention, Work Stress, Workload

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