

RINGKASAN

Penelitian ini mengambil judul “Pengaruh Pengembangan Karir terhadap *Turnover Intention* dengan Komitmen Organisasi sebagai Variabel Mediasi (Studi pada Perawat RS Ananda Purwokerto)”. Tujuan penelitian ini adalah untuk mengetahui pengaruh pengembangan karir terhadap *turnover intention*, dan peran komitmen organisasi sebagai variabel mediasi hubungan pengembangan karir terhadap *turnover intention*. Responden dalam penelitian ini adalah perawat RS Ananda Purwokerto. Jumlah responden dalam penelitian ini sejumlah 71 responden yang ditentukan dengan teknik *simple random sampling*.

Berdasarkan hasil penelitian dan analisis data menggunakan regresi dan metode mediasi kausal step dapat disimpulkan bahwa: 1) pengembangan karir berpengaruh negatif terhadap *turnover intention*, (2) pengembangan karir berpengaruh positif terhadap komitmen afektif, (3) pengembangan karir berpengaruh positif terhadap komitmen berkelanjutan, (4) pengembangan karir berpengaruh positif terhadap komitmen normatif, (5) komitmen afektif berpengaruh negatif terhadap *turnover intention*, (6) komitmen berkelanjutan tidak berpengaruh negatif terhadap *turnover intention*, (7) komitmen normatif berpengaruh negatif terhadap *turnover intention*, (8) komitmen afektif memediasi hubungan antara pengembangan karir terhadap *turnover intention*, (9) komitmen berkelanjutan tidak memediasi hubungan antara pengembangan karir terhadap *turnover intention*, (10) komitmen normatif memediasi hubungan antara pengembangan karir terhadap *turnover intention*.

Implikasi dari penelitian ini adalah rumah sakit diharapkan memberikan kesempatan pengembangan karir yang sama kepada semua perawat dengan cara meningkatkan kepedulian atasan terhadap bawahan dan menciptakan suasana kerja yang komunikatif, meningkatkan komitmen afektif dengan cara menciptakan rasa kekeluargaan di lingkungan rumah sakit, dan meningkatkan komitmen normatif dengan cara meningkatkan kesadaran perawat tentang kewajiban yang dimiliki terhadap atasan.

Kata Kunci : Pengembangan Karir, Komitmen Afektif, Komitmen Berkelanjutan, Komitmen Normatif, dan *Turnover Intention*.

SUMMARY

This study takes the title "The Effect of Career Development on Turnover Intention with Organizational Commitment as Mediation Variables (Study on Nurses of RS Ananda Purwokerto)". The purpose of this study was to determine the effect of career development on turnover intention, and the role of organizational commitment as a mediating variable on the relationship of career development to turnover intention. Respondent in this research is nurse of RS Ananda Purwokerto. The number of respondents in this study were 71 respondents determined by simple random sampling technique.

Based on the results of research and data analysis using regression and causal step mediation methods, it can be concluded that: (1) career development has a negative effect on turnover intention, (2) career development has a positive effect on affective commitment, (3) career development has a positive effect on continuance commitment, (4) career development has a positive effect on normative commitment, (5) affective commitment has a negative affects on turnover intention, (6) continuance commitment does not have a negative affect on turnover intention, (7) normative commitment has a negative affects on turnover intention, (8) affective commitment mediates the relationship between career development and turnover intention, (9) continuance commitment does not mediate the relationship between career development and turnover intention. (10) normative commitment mediates the relationship between career development and turnover intention.

The implication of this research is that the hospital is expected to provide equal career development opportunities to all nurses by increasing the awareness of superiors towards nurses and creating a communicative work atmosphere, increasing affective commitment by creating a sense of kinship in the hospital environment, and increasing normative commitment by raising awareness of nurses about the responsibility they have with their superiors.

Keywords: Career Development, Affective Commitment, Continuance Commitment, Normative Commitment, and Turnover Intention.