

ANALISIS PENGARUH *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) DAN KOMITMEN ORGANISASIONAL TERHADAP *TURNOVER INTENTION* PERAWAT DI RUMAH SAKIT MEKAR SARI

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ABSTRAK

Latar Belakang : Tingginya *turnover* perawat di rumah sakit diperlukan perhatian yang lebih karena *turnover* dapat merugikan organisasi, baik dari segi biaya, sumber daya, maupun efektifitas keperawatan itu sendiri.

Tujuan : untuk menganalisis pengaruh *Organizational Citizenship Behavior* (OCB) Dan Komitmen Organisasional Terhadap *Turnover Intention* Perawat Di Rumah Sakit Mekar Sari.

Metode Penelitian : Penelitian ini penulis menggunakan pendekatan kuantitatif, metode survei dengan kuesioner dan metode analisis yang digunakan adalah dengan uji Regresi Linier Berganda.

Hasil Penelitian : Hasil penelitian didapatkan pertama variabel *Organizational Citizenship Behavior* (OCB) dan Komitmen Organisasional berpengaruh terhadap *Turnover Intention* Perawat. Hal ini dibuktikan dengan uji F statistik dengan tingkat kepercayaan 64,6% hasil regresi sebesar 39,392 lebih besar dari nilai $F_{tabel} = 3,08$ maka dapat disimpulkan bahwa H1 diterima yang berarti terdapat *Organizational Citizenship Behavior* (OCB) dan Komitmen Organisasional berpengaruh terhadap *Turnover Intention* Perawat. Kedua Nilai Sig. untuk pengaruh *Organizational Citizenship Behavior* (OCB) terhadap *Turnover Intention* perawat adalah sebesar $0,000 < 0,05$ sehingga disimpulkan bahwa H2 diterima yang berarti *Organizational Citizenship Behavior* (OCB) berpengaruh terhadap *Turnover Intention* perawat. Ketiga Nilai Sig. untuk pengaruh Komitmen Organisasional terhadap *Turnover Intention* perawat adalah sebesar $0,002 < 0,05$ sehingga disimpulkan bahwa H3 diterima yang berarti Komitmen Organisasional berpengaruh terhadap *Turnover Intention* perawat.

Simpulan : Variabel *organizational citizenship behavior* (OCB) dan Komitmen Organisasional berpengaruh terhadap *turnover intention* perawat di Rumah Sakit Mekar Sari

Kata Kunci : *Organizational Citizenship Behavior* (OCB), Komitmen Organisasional, dan *Turnover Intention* Perawat

ANALYSIS OF THE EFFECT OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) AND ORGANIZATIONAL COMMITMENT TO NURSE TURNOVER INTENTION IN MEKAR SARI HOSPITAL

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ABSTRACT

Background : The high turnover of nurses in hospitals requires more attention because turnover can harm the organization, both in terms of costs, resources, and the effectiveness of nursing itself.

Objective : to analyze the influence of Organizational Citizenship Behavior (OCB) and Organizational Commitment to Nurse Turnover Intention at Mekar Sari Hospital.

Research Methods : This study the author uses a quantitative approach, survey method with questionnaires and the analytical method used is by testing Multiple Linear Regression.

Research Results : The results of the study were first obtained by Organizational Citizenship Behavior (OCB) and Organizational Commitment variables affecting the Nurse Turnover Intention. This is evidenced by the F test statistic with a confidence level of 64.6%. The regression results are 39.392 greater than the value of $F_{(table)} = 3.08$. It can be concluded that H1 is accepted which means there is Organizational Citizenship Behavior (OCB) and Organizational Commitment influences Nurse Turnover Intention. Second Sig. for the influence of Organizational Citizenship Behavior (OCB) on Turnover Intention of nurses is $0,000 < 0,05$ so it is concluded that H2 is accepted which means Organizational Citizenship Behavior (OCB) has an effect on nurses' Turnover Intention. Third Sig. Value for the influence of Organizational Commitment on Turnover Intention of nurses is $0.002 < 0.05$ so it is concluded that H3 is accepted which means Organizational Commitment has an effect on nurse's Turnover Intention.

Conclusion : Variable organizational citizenship behavior (OCB) and organizational commitment affect the turnover intention of nurses at Mekar Sari Hospital.

Keywords : Organizational Citizenship Behavior (OCB), Organizational Commitment, and Nurse Intention Turnover