

Kompensasi, Stres Kerja, dan Kepuasan Kerja Terhadap *Turnover Intention* Perawat

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ABSTRAK

Salah satu angka *turnover* tinggi di industri pelayanan kesehatan dalam hal ini Rumah Sakit terjadi pada perawat karena perawat merupakan salah satu tenaga terbanyak yang ada di Rumah Sakit. Diperlukan perhatian yang lebih karena *turnover* dapat merugikan organisasi, dari segi biaya, sumber daya, maupun efektifitas keperawatan. Tujuan penelitian untuk memperoleh bukti empiris apakah terdapat pengaruh kompensasi, stres kerja dan kepuasan kerja terhadap *turnover intention* di Rumah Sakit Ananda Bekasi tahun 2020. Metode penelitian adalah menggunakan desain kausalitas berdasarkan dimensi waktu *one short study*. Sampel yang digunakan adalah sampling jenuh yaitu seluruh jumlah populasi dijadikan sampel sebesar 100 orang perawat rawat inap. Metode analisis data menggunakan Analisis Regresi Linear Berganda. Hasil penelitian menemukan ada pengaruh negatif dan signifikan antara kompensasi terhadap *turnover intention*. Ada pengaruh positif dan signifikan antara stres kerja terhadap *turnover intention*. Ada pengaruh negatif dan signifikan antara kepuasan kerja terhadap *turnover intention*, dan ada pengaruh antara kompensasi, stres kerja dan kepuasan kerja terhadap *turnover intention*. Temuan penelitian, bahwa variabel yang paling mempengaruhi *turnover intention* adalah variabel stres kerja. Implikasi manajerial diharapkan Rumah Sakit Ananda Bekasi melakukan perhitungan gaji berdasarkan sistem remunerasi, sistem penugasan yang sesuai, melakukan analisa beban kerja dan pengembangan karir perawat.

***Kata kunci:* Turnover Intention, Kompensasi, Stres Kerja dan Kepuasan Kerja.**

Compensation, Job Stress, and Job Satisfaction on Nurse Turnover Intention

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ABSTRACT

One of the high turnover rates in the health care industry in this case the hospital occurs in nurses because nurses are one of the most staff in the hospital. More attention is needed because turnover can be detrimental to the organization, in terms of cost, resources, and effectiveness of nursing. The research objective is to obtain empirical evidence whether there is an effect of compensation, job stress and job satisfaction on turnover intention at Ananda Bekasi Hospital in 2020. The research method is to use causality design based on the time dimension of one short study. The sample used was saturated sampling, that is, the entire population was sampled for 100 inpatient nurses. The data analysis method uses Multiple Linear Regression Analysis. The results found no negative and significant effect between compensation for turnover intention. There is a positive and significant effect between work stress on turnover intention. There is a negative and significant effect between job satisfaction on turnover intention, and there is an influence between compensation, job stress and job satisfaction on turnover intention. Research findings, that the variable that most influences turnover intention is work stress variable. Managerial implications are expected Ananda Bekasi Hospital to calculate salaries based on the remuneration system, the appropriate assignment system, conduct workload analysis and nurse career development.

Keywords: Turnover Intention, Compensation, Job Stress and Job Satisfaction.