ABSTRAK

Profesi perawat berperan penting bagi kemajuan organisasi rumah sakit. Selain tingginya risiko keterpaparan infeksi Covid-19, ketidakpastian dari ancaman terkati aspek pekerjaan memengaruhi kesejahteraan perawat yang menimbulkan job insecurity. Ketidakpastian ini memicu *turnover intention,* rendahnya *job satisfaction* dan *employee engagement.* Tantangan besar bagi organisasi meningkatkan kesejahteraan perawat untuk bersikap dan berprilaku positif pada pekerjaan dari *job insecurity* yang dirasakan melalui *perceived organizational support*. Untuk itu, tujuan penelitian ini adalah mengetahui bagaimana hubungan *job insecurity* terhadap *perceived organizational support* dan bagaimana *perceived organizational support* terhadap *turnover intention, employee engagement* serta *job satisfaction* perawat dimasa pandemi *covid* 19. Jenis penelitian ini deduktif dengan jumlah sampel 210 perawat pada Rumah Sakit di wilayah DKI Jakarta. Pengambilan data dengan menyebar kuesioner dan *Structural Equation Model* (SEM) sebagai metode analisis. Hasil penelitian menyimpulkan terdapat pengaruh *job insecurity* terhadap *perceived organizational support* dan *perceived organizational support* berpengaruh langsung secara parsial terhadap *turnover intention, employee engagement* serta *job satisfaction*. Implikasi penelitian ini, pimpinan rumah sakit perlu memperhatikan kesejahteraan perawat melalui dukungan organizational seperti keadilan sistem kebijakan dari pembagian beban kerja, gaji, *reward*, jam operasional, serta meningkatkan fasilitas pekerjaan. Hadirnya dukungan diharapkan membentuk penilaian baik perawat untuk meminimalisir *job insecurity* sehingga mereka lebih *engage*, puas dan menurunnya *turnover intention*.

Kata kunci: *Job Insecurity, Perceived Organizational Support, Turnover Intention, Employee engagement, Job Satisfaction*.

ABSTRACT

The nursing profession plays an important role in the progress of the hospital organization. In addition to the high risk of exposure to Covid-19 infection, the uncertainty of threats related to work aspects affects the welfare of nurses which creates job insecurity. This uncertainty triggers turnover intention, low job satisfaction, and employee engagement. The big challenge for organizations is to improve the welfare of nurses to behave and behave positively on the job from perceived job insecurity through perceived organizational support. Therefore, the purpose of this study is to find out how the relationship between job insecurity and perceived organizational support is and how perceived organizational support is on turnover intention, employee engagement, and job satisfaction of nurses during the COVID-19 pandemic. This type of research is deductive with a sample of 210 nurses at hospitals in the region. DKI Jakarta. Collecting data by distributing questionnaires and Structural Equation Model (SEM) as a method of analysis. The results of the study concluded that there was an effect of job insecurity on perceived organizational support and perceived organizational support partially direct effect on turnover intention, employee engagement, and job satisfaction. This research implies that hospital leaders need to pay attention to the welfare of nurses through organizational support such as fairness in the policy system from the distribution of workloads, salaries, rewards, operational hours, and improving work facilities. The presence of support is expected to form a good assessment of nurses to minimize job insecurity so that they are more engaged, satisfied and decrease turnover intention.

Keywords: *Job Insecurity, Perceived Organizational Support, Turnover Intention, Employee engagement, Job Satisfaction*