

Analisis Pengaruh Kerja Sama Interprofesi dan Kepemimpinan Transformasional terhadap Turnover Intention Perawat di Rumah Sakit XYZ dengan Kepuasan Kerja sebagai Faktor Intervening

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ABSTRAK

Turnover keperawatan merupakan momok bagi dunia perumahsakitannya di seluruh dunia, tak terkecuali di RS XYZ di Tangerang, Indonesia. Studi mengenai penyebab *turnover* di RS tersebut diperlukan untuk mengurangi *turnover* dengan efektif dan efisien. Penelitian ini bertujuan untuk mempelajari pengaruh kerja sama interprofesi dan kepemimpinan transformasional terhadap *turnover intention* dengan kepuasan kerja sebagai faktor *intervening*. Penelitian kuantitatif asosiatif ini menggunakan data primer yang diperoleh melalui survey terhadap perawat di RS XYZ, Tangerang pada April 2021, dengan menggunakan *Turnover Intention Scale-15*, *Interprofessional Collaboration Scale*, *Transformational Leadership Behavior Inventory*, dan *McCloskey/Mueller Satisfaction Scale*. Analisis dilakukan dengan metode *Structural Equation Modelling* (SEM). Penelitian terhadap 95 perawat menemukan bahwa terdapat pengaruh negatif signifikan Kerja Sama Interprofesi ($\beta = -0.560$, $p = 0.004$) dan Kepemimpinan Transformasional ($\beta = -0.271$, $p = 0.031$) terhadap *Turnover Intention* melalui Kepuasan Kerja sebagai faktor *intervening*, serta pengaruh negatif signifikan Kepuasan Kerja terhadap *Turnover Intention* ($\beta = -0.808$, $p = 0.001$). Ditemukan juga pengaruh positif Kerja Sama Interprofesi ($\beta = 0.692$, $p < 0.001$) dan Kepemimpinan Transformasional ($\beta = 0.335$, $p = 0.032$) terhadap Kepuasan Kerja. Dengan demikian, meningkatkan kepuasan kerja, kerja sama interprofesi, dan kepemimpinan transformasional dapat memberikan manfaat dalam upaya untuk menurunkan *turnover intention* keperawatan.

Kata kunci: **kepemimpinan transformasional, kepuasan kerja, kerja sama interprofesi, turnover, turnover intention.**

Analysis of Effect of Interprofessional Collaboration and Transformational Leadership on Turnover Intention of Nurses in XYZ Hospital with Job Satisfaction as Intervening Factor

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ABSTRACT

Nursing turnover is problem for hospitals around the world, including at XYZ Hospital in Tangerang, Indonesia. Studies on the causes of turnover are required to reduce turnover effectively and efficiently. We aimed to study the effect of interprofessional collaboration and transformational leadership on turnover intention, with job satisfaction as intervening factor. This associative quantitative study gathered primary data obtained through survey on nurses at XYZ Hospital, Tangerang in April 2021, using Turnover Intention Scale-15, Interprofessional Collaboration Scale, Transformational Leadership Behavior Inventory, and McCloskey/Mueller Satisfaction Scale. Analysis was performed with Structural Equation Modeling (SEM) method. From a total of 95 subjects, we found that there was significant negative effect of Interprofessional Collaboration ($\beta = -0.560$, $p = 0.004$) and Transformational Leadership ($\beta = -0.271$, $p = 0.031$) on Turnover Intention through Job Satisfaction as intervening factor ($\beta = -0.560$, $p = 0.004$) and significant negative effect of Job Satisfaction on Turnover Intention ($\beta = 0.808$, $p = 0.001$). Also found was positive effect of Interprofessional Collaboration ($\beta = 0.692$, $p < 0.001$) and Transformational Leadership ($\beta = 0.335$, $p = 0.032$) on Job Satisfaction. Therefore, promoting job satisfaction, interprofessional collaboration, and transformational leadership may be beneficial in reducing nursing turnover intention.

Keywords: *interprofessional collaboration, job satisfaction, transformational leadership, turnover, turnover intention.*