

Pengaruh Beban Kerja, *Effort-Reward Imbalance*, serta *Person-Environment Fit* Terhadap *Turnover Intention* Perawat di RS Permata Keluarga Lippo Cikarang dengan Stres Kerja Sebagai Variabel Intervening

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ABSTRAK

Turnover di kalangan perawat dapat mengganggu kinerja rumah sakit yang telah berjalan bagus. Kerugian dari turnover yang tinggi juga adalah kerugian finansial, karena biaya untuk karyawan adalah 60% dari biaya keseluruhan rumah sakit. Penelitian ini bertujuan untuk menguji pengaruh beban kerja, effort-reward imbalance, serta person environment fit terhadap turnover intention dengan stres kerja sebagai variabel intervening. Pendekatan yang digunakan dalam penelitian ini adalah penelitian kuantitatif dengan pendekatan cross-sectional. Sampel yang digunakan dalam penelitian ini adalah seluruh perawat yang memberikan pelayanan pada pasien yang berjumlah 126 responden. Data penelitian diperoleh dari hasil pengisian kuesioner dan dianalisis dengan menggunakan teknik analisis SEM dengan bantuan program SEM PLS & Uji F Anova menggunakan program SPSS. Hasil penelitian ini menunjukkan bahwa stres kerja tidak mampu memediasi pengaruh beban kerja, effort-reward imbalance, serta person-environment fit terhadap turnover intention, beban kerja tidak berpengaruh signifikan terhadap stres kerja, effort-reward imbalance tidak berpengaruh signifikan terhadap stres kerja, person-environment fit tidak berpengaruh signifikan terhadap stres kerja, beban kerja berpengaruh positif dan signifikan terhadap turnover intention, effort-reward imbalance berpengaruh positif dan signifikan terhadap turnover intention, person-environment fit berpengaruh negatif dan signifikan terhadap turnover intention, stres kerja berpengaruh positif dan signifikan terhadap turnover intention, beban kerja, effort-reward imbalance, person-environment fit, serta stres kerja berpengaruh secara bersama-sama terhadap turnover intention.

Kata Kunci: *Beban Kerja, Effort-Reward Imbalance, Person-Environment Fit, Stres Kerja dan Turnover Intention*

The Influence of Workload, Effort-Reward Imbalance, and Person-Environment Fit on Nurse Turnover Intention at Permata Keluarga Lippo Cikarang Hospital with Work Stress as an Intervening Variable.

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ABSTRACT

Turnover among nurses can disrupt hospital performance which is already running well. The disadvantage of high turnover is also a financial loss, because employee costs are 60% of the hospital's overall costs. This research aims to examine the influence of workload, effort-reward imbalance, and person-environment fit on turnover intention with work stress as an intervening variable. The approach used in this research is quantitative research with a corss-sectional approach. The sample used in this research was all nurses who provided services to patients, 126 respondents in total. Research data was obtained from the result of filling out a questionnaire and analyzed using SEM analysis techniques with help of the SEM PLS program & F Anova test using the SPSS program. The result of this study show that job stress is unable to mediate the influence of workload, effort-reward imbalance, and person-environment fit on turnover intention, workload has insignificant effect on work stress, effort-reward imbalance has insignificant effect on work stress, person-environment fit has insignificant effect on work stress, Workload has a positive and significant effect on turnover intention, effort-reward imbalance has a positive and significant effect on turnover intention, person-environment fit has negative and significant effect on turnover intention; (8) Job stress has a positive and significant effect on turnover intention, workload, effort-reward imbalance, person-environment fit, and work stress simultaneously influence the turnover intention.

Keywords: *Turnover Intention, Workload, Effort-Reward Imbalance, Person-Environment Fit, and Work Stress*