

## Relationship between commitment propensity and personality traits with turnover intention among public service Department of Malaysia sponsored clinical clerkship medical students in Indonesia : initial-Entry commitment as mediating variable

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### Abstrak

Malaysia pada saat ini masih bergulat dengan isu mempertahankan dokter umum di rumah sakit milik Pemerintah. Dampak dari turnover dokter umum ke rumah sakit swasta memberi kerugian yang besar khususnya terhadap kesejahteraan kesehatan bagi masyarakat kelas menengah ke bawah. Tujuan dari penelitian ini adalah untuk menguji hubungan antara kecenderungan komitmen dan ciri kepribadian dengan initial-entry commitment sebagai variabel mediasi terhadap keinginan berpindah. Penelitian ini menggunakan metode gabungan (mix-method approach) melibatkan 211 mahasiswa ko-asisten kedokteran yang mendapat beasiswa dari Jabatan Perkhidmatan Awam Malaysia (JPA). Mereka pada saat ini sedang menjalani ko-asisten di berbagai rumah sakit umum dan swasta di Indonesia. Data dikutip menggunakan soal selidik dan diskusi kelompok sasaran bertujuan untuk memahami lebih mendalam terkait judul penelitian. Hasil penelitian mendapati kecenderungan komitmen mempunyai hubungan yang positif dan signifikan terhadap keinginan berpindah manakala ciri kepribadian tidak mempunyai hubungan yang signifikan terhadap keinginan berpindah. Kecenderungan berkomitmen dan ciri kepribadian apabila digabung ternyata menghasilkan hubungan yang positif dan signifikan terhadap keinginan berpindah.

Sementara itu, initial-entry commitment memediasi hubungan antara kecenderungan berkomitmen dan ciri kepribadian terhadap keinginan berpindah. Temuan utama adalah bahwa responden memiliki kecenderungan komitmen yang tinggi. Namun, kecenderungan ini tidak berarti karena tingkat keinginan berpindah mereka juga tinggi khususnya setelah legal bonding selama 10 tahun berakhir. Hasil temuan ini telah diinvestigasi lebih lanjut menggunakan Focus Group Discussion (FGD). Hasil FGD menunjukkan bahwa responden memiliki persepsi bahwa bekerja di rumah sakit swasta lebih memberikan banyak peluang dari segi paket remunerasi yang lebih menarik dan beban kerja lebih sedikit dibandingkan dengan bekerja di rumah sakit milik pemerintah. Dengan demikian Kementerian Kesehatan Malaysia harus membenahi faktor-faktor organisasi seperti kondisi kerja dan paket remunerasi supaya persoalan turnover ini dapat diatasi.

.....Malaysia have been grappling with the issue of retaining public medical doctors. Voluntary turnover among public doctors to the private sector is high and this issue inflicted a great loss to the public especially for the poor. The goal of this study is to examine the relationship between commitment propensity and personality traits as well as initial-entry commitment as mediating variable with turnover intention. This study used mixed method approach and was conducted among 211 Public Service Department of Malaysia (PSDM) sponsored clinical clerkship medical students, currently undergoing their clinical clerkship session in various hospitals in Indonesia. The data was collected through questionnaire and a Focused Group Discussion (FGD) was conducted in order to understand deeper the matter.

This study revealed that commitment propensity made a positive influence on respondents' turnover intention while there was no significant relationship between personality traits and turnover intentions among them. Commitment propensity and personality traits when being regressed simultaneously resulted in

a significant and positive relationship towards turnover intention. Meanwhile, initial-entry commitment does mediate the relationship between commitment propensity and personality traits with turnover intention. The main findings is that respondents possess high commitment propensity. However, this is of no significance since they also possess high intention to leave after their legal bonding expires. Further investigation using FGD reveals that the respondents have a perception that there are abundance of opportunities to work in the private hospital which offer more attractive remuneration packages with less workload as compared to government hospitals. Thus the onus in on the Ministry of Health Malaysia to constantly improve the organizational factors such as the working conditions and the compensation aspects so that to meet the expectations of public medical officers, only then the issue of shortage of public medical officer will put to an end.