

Hubungan antara Psychological Capital dan Intention to Leave pada Perawat = The Correlation between Psychological Capital and Intention to Leave among Nurses

Ekotyas Elastrina A, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20319886&lokasi=lokal>

Abstrak

Penelitian ini dilakukan untuk mendapatkan gambaran mengenai hubungan antara psychological capital dan intention to leave pada perawat. Pengukuran psychological capital menggunakan alat ukur psychological capital questioner (Luthans, Youssef, & Avolio, 2007) dan pengukuran intention to leave menggunakan alat ukur anticipated turnover scale (Atwood, 1985). Partisipan berjumlah 187 orang perawat yang bekerja di rumah sakit umum swasta.

Hasil penelitian ini menunjukkan terdapat hubungan negatif yang signifikan antara psychological capital dan intention to leave pada perawat ($r = -0,169$; $p = 0.010$, signifikan pada L.o.S 0.05). Artinya, semakin tinggi psychological capital yang dimiliki seseorang, maka semakin rendah intention to leave yang dimiliki. Berdasarkan hasil tersebut, psychological capital pada perawat perlu dikembangkan untuk menurunkan intention to leave sehingga dapat memberikan pelayanan kesehatan yang optimal kepada masyarakat.

<hr>

This research was conducted to find the correlation between psychological capital; and intention to leave among nurses. Psychological capital was measured using a modification instrument named psychological capital questioner (Luthans, Youssef, & Avolio, 2007) and intention to leave was measured using a modification instrument named anticipated turnover scale (Atwood, 1985). The participants of this research are 187 nurses who are working in private hospital.

The main results of this research show that psychological capital has negative correlation significantly with intention to leave ($r = -0.169$; $p = 0.010$, significant at L.o.S 0.05). That is, the higher psychological capital of one's own, the lower showing intention to leave. Based on these results, psychological capital among nurse need to be developed to reduce intention to leave so they can give the best health service to the people.