

# Hubungan jenjang karir, iklim organisasi dan kepuasan kerja dengan intensi turnover perawat pelaksana di Rumah Sakit "X" tahun 2013 = The relationship of career ladder, organizational climate and job satisfaction to turnover intention of nurses at Hospital "X" on the year 2013

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## Abstrak

Turnover perawat merupakan hal penting yang mempengaruhi kontinuitas, kualitas dan biaya pelayanan kesehatan. Penelitian ini bertujuan mengetahui hubungan jenjang karir, iklim organisasi dan kepuasan kerja dengan intensi turnover perawat. Desain penelitian menggunakan pendekatan cross sectional melibatkan 136 perawat. Analisis menggunakan uji Chi-square dan regresi logistik berganda. Hasil penelitian menggambarkan ada hubungan bermakna antara jenjang karir, iklim organisasi dan kepuasan kerja dengan intensi turnover. Variabel yang paling berhubungan dengan intensi turnover adalah kepuasan kerja. Manajemen rumah sakit harus melakukan sistem remunerasi, menata sistem jenjang karir dan iklim organisasi untuk mengurangi intensi turnover perawat.

.....Turnover of nursing staff is an important issue affecting healthcare cost, quality and continuity. This research aimed to identify the relationship of career ladder, organizational climate and job satisfaction to turnover intention of nurses by using cross sectional approach involved 136 nurses. Chi- square test and binary logistic regression identified the relationship of career ladder, organizational climate and job satisfaction to turnover intention. The most related factor to turnover intention was job satisfaction (OR = 4,1). Hospital management should perform remuneration system, arrange career ladder system and organizational climate to reduce the nurse turnover intention.