

Analisa hubungan kepuasan kerja dokter dengan turnover intention di RS Rumah Sehat Terpadu Kabupaten Bogor tahun 2014 = Analysis of physician job satisfaction relationship with turnover intention in Rumah Sehat Terpadu Hospital in Bogor Dystric on 2014

Ziska Herawaty, author

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Abstrak

[ABSTRAK

Dokter memiliki peranan strategis bagi rumah sakit karena merupakan kelompok penting dalam proses pelayanan di rumah sakit, karena merupakan sentral dari proses pelayanan. Kepuasan kerja memiliki fungsi hubungan yang dipersepsikan antara apa yang diinginkan dan apa yang dalam kenyataan dialami.

Ketidakpuasan kerja dokter juga memiliki dampak terhadap turnover intention. Penelitian ini bertujuan untuk mengetahui hubungan kepuasan kerja dokter dengan turnover intention di RS. Rumah Sehat Terpadu di kapupaten Bogor Tahun 2014. Penelitian ini bersifat deskriptif eksplanatory dengan design cross sectional menggunakan data primer yang diambil dengan cara memberikan kuesioner, wawancara mendalam, observasi. Penelitian ini dilakukan pada bulan Mei tahun 2014. Sampel dalam penelitian ini berjumlah 28 orang dengan kriteria dokter yang aktif bekerja di RS.Rumah Sehat Terpadu bersedia untuk menjadi responden dan menjawab pertanyaan, masa kerja minimum 1 bulan, bukan dokter pengganti. Hasil analisis kuantitatif diketahui (42,9%) kurang puas bekerja sebagai dokter di RS.Rumah Sehat Terpadu. Responden yang mempersepsikan puas terhadap kepuasan kerja tetapi memiliki keinginan turnover sebesar 56,3%, sedangkan responden yang kepuasan kerjanya tidak puas tetapi memiliki keinginan keluar sebesar 16,7% . Kepuasan kerja hubungan memiliki hubungan antara dengan turnover intention (p value = 0,054, CI 95%).

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ABSTRACT

The doctor has a strategic role for the hospital because it is an important group in the process of care in the hospital, because it is central to the service process. Job satisfaction has a function of the perceived relationship between what is desirable and what is the reality experienced. Physician job dissatisfaction also have an impact on turnover intention. This study aims to determine the relationship of job satisfaction with turnover intention doctor at the hospital. Rumah Sehat Terpadu hospital in Bogor kapupaten 2014. Present study is descriptive explanatory with cross sectional design using primary data collected by giving questionnaires, in-depth interviews, observation. This study was conducted in May 2014. Samples in this study amounted to 28 people with the criteria physicians who actively work in the Irumah Sehat Terpadu hospital be willing to answer questions and respondents, 1 month minimum employment period, not a substitute for your doctor. The results of quantitative analysis known (42.9%) were less satisfied working as a doctor in Rumah Sehat Terpadu hospital. Respondents who perceive satisfied with job satisfaction but has the desire turnover amounted to 56.3%, while the respondents were not satisfied his satisfaction but has the desire out of 16.7%. Job satisfaction has a relationship with the relationship between turnover intention (p value = 0.054, CI 95%).; The doctor has a strategic role for the hospital because it is an important group in the process of care in the hospital, because it is central to the service process. Job satisfaction has a function of the perceived relationship between what is desirable and what is the reality experienced. Physician job

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