Analisis faktor faktor yang berhubungan dengan keinginan pindah bekerja turnover intention perawat rumah sakit x di balikpapan = Analysis of factors related to the intention to move out of the nurses at x hospital in balikpapan 2014

Susila Indrayani, author

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Abstrak

[ABSTRAK

Penelitian ini merupakan penelitian deskriptif analitik dengan desain kuantitatif kualitatif yang bertujuan mengetahui dan menggambarkan faktor ? faktor yang berhubungan dan yang berhubungan paling dominan dengan keinginan pindah bekerja (turnover intention) perawat di Rumah Sakit X di Balikpapan. Penelitian dilaksanakan metode cross sectional dengan menggunakan kuesioner terhadap 199 orang responden yaitu perawat, serta melakukan wawancara mendalam kepada 5 orang informan dari pihak manajemen dan kepala bagian di rumah sakit X di Balikpapan. Dari penelitian kuantitatif didapatkan faktor pengembangan karir, kompensasi dan komunikasi yang berhubungan dengan keinginan pindah bekerja, dan faktor komunikasi yang paling dominan berpengaruh terhadap keinginan pindah bekerja. Sedangkan penelitian kualitatif menunjukkan faktor komunikasi antara pihak manajemen dan perawat kurang begitu baik. Maka seharusnya pihak manajemen lebih memperhatikan masalah komunikasi tersebut sehingga seluruh informasi dapat sampai kepada perawat.

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ABSTRACT

This is descriptive analytical study with quantitative qualitative design aims to describe and analysis factors related to the intention to move out of nurses at X hospital in Balikpapan. The study collected using questionnaire to 199 nurses, followed by in-depth interviews to 5 senior management, 1 cheif ward and 1 secretary of commite of hospital. Career development, compensation, and communications are mean factor influencing the intention to move out. Qualitative method validated the important communication between the management and nurses which is not in a good condition. The management should formed a special meeting for nurses to collect the aspiration nurses in order to increase the sense of involvement which decrease to desire to move out.;This is descriptive analytical study with quantitative qualitative design aims to describe and analysis factors related to the intention to move out of nurses at X hospital in Balikpapan. The study collected using questionnaire to 199 nurses, followed by in-depth interviews to 5 senior management, 1 cheif ward and 1 secretary of commite of hospital. Career development, compensation, and communications are mean factor influencing the intention to move out. Qualitative method validated the important communication between the management and nurses which is not in a good condition. The management should formed a special meeting for nurses to collect the aspiration nurses in order to increase the sense of involvement which decrease to desire to move out., This is descriptive analytical study with quantitative

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