

Analisis pengaruh iklim etika dan persepsi dukungan organisasi terhadap turnover intention perawat dengan komitmen organisasi sebagai variabel mediasi (studi kasus pada RS Menteng Mitra Afia) = The effect of ethical climate and perceived organizational support towards nurses turnover intentions with organizational commitment as mediating variable case study at Menteng Mitra Afia Hospital

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Abstrak

Penelitian bertujuan untuk menganalisis faktor-faktor yang mempengaruhi komitmen organisasi perawat di salah satu rumah sakit privat swasta untuk menurunkan turnover intention dan turnover serta mendukung peningkatan kualitas pelayanan kesehatan di Indonesia. Objek penelitian adalah delapan puluh orang perawat yang bekerja di salah satu rumah sakit swasta di propinsi DKI Jakarta. Hasil penelitian terdiri dari dua kesimpulan yaitu: (1) Komitmen organisasi tidak memediasi pengaruh antara iklim etika terhadap turnover intention, namun (2) Komitmen organisasi memediasi secara komplit pengaruh persepsi dukungan organisasi terhadap turnover intention.

/////The aim of this study is to analyze the factors that affects nurses' organizational commitment in one of private hospital so it can decrease turnover intention and turnover, and support the quality of health care in Indonesia. The object of this research are eighty nurses who work in one of private hospital in Jakarta. The results of this study consisted of two conclusions: organizational commitment fails to mediate the relation between ethical climate and turnover intention, however it succesfully mediates the relation between perceived organizational support and turnover intention.