

Analisa turnover intention perawat di rumah sakit umum Prima Medika 2017 = Analysis of turn over intention nurse in general hospital Prima Medika 2017

Ni Nyoman Risana Dewi, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20476807&lokasi=lokal>

Abstrak

ABSTRACTName : Ni Nyoman Risana DewiStudy program : Kajian Administrasi Rumah SakitTitle : Analysis Of Turn Over Intention Nurse In GeneralHospital Prima Medika 2017Consellor : Dr. dr. Sandi Iljanto, MPHIntroduction: Hospital is an organization that produces a product in the form ofhealth services which consists of several professions and disciplines of Science,one of which plays an important role is the nurse. Nurses in quantity become thelargest workforce, providing 24 hour service continuously and absorb more than50 Hospital budget. High nurse turnover rates can cause disruption to servicesprovided to patients. Standard turn over employees, which can still be tolerated is10 per year. Turn over nurses that occurred in RSU Prima Medika whichincreased from 2015 to 2017, causing concerns from the management, especiallyat the end of 2016 intention turnover rate of 22.1 .The purpose of this study is to determine the determinants of Turn Over IntentionNurses at Prima Medika Hospital in 2017Method: This research is analytic with quantitative approach. This study usedcross sectional design. The number of samples used in this study was 114 nurseswho come from employees who work at Prima Medika Hospital after deductingexclusion criteria.Results: Salary Factor has relationship with nurse work satisfactory at RSU PrimaMedika in the year of 2017. Other factors such as: working conditions; statuswithin the organization; supervision; peer-partner interpersonal relationships,superiors and subordinates; achievement and the work itself, has no significantrelationship with nurse job satisfactory. Job satisfactory has relationship withturnover intention nurses at Prima Medika Hospital in 2017Conclusion: nurse intention turnover is influenced by job satisfaction that lies inthe salary, so the salary in this case needs to be considered.Keywords: turnover intention, job satisfaction, extrinsic factor, intrinsicfactor<hr

>/>ABSTRACTName Ni Nyoman Risana DewiStudy program Kajian Administrasi Rumah SakitTitle Analysis Of Turn Over Intention Nurse In GeneralHospital Prima Medika 2017Consellor Dr. dr. Sandi Iljanto, MPHIntroduction Hospital is an organization that produces a product in the form ofhealth services which consists of several professions and disciplines of Science,one of which plays an important role is the nurse. Nurses in quantity become thelargest workforce, providing 24 hour service continuously and absorb more than50 Hospital budget. High nurse turnover rates can cause disruption to servicesprovided to patients. Standard turn over employees, which can still be tolerated is10 per year. Turn over nurses that occurred in RSU Prima Medika whichincreased from 2015 to 2017, causing concerns from the management, especiallyat the end of 2016 intention turnover rate of 22.1 .The purpose of this study is to determine the determinants of Turn Over IntentionNurses at Prima Medika Hospital in 2017Method This research is analytic with quantitative approach. This study usedcross sectional design. The number of samples used in this study was 114 nurseswho come from employees who work at Prima Medika Hospital after deductingexclusion criteria.Results Salary Factor has relationship with nurse work satisfactory at RSU PrimaMedika in the year of 2017. Other factors such as working conditions statuswithin the organization supervision peer partner interpersonal relationships,superiors and subordinates achievement and the work

itself, has no significant relationship with nurse job satisfaction. Job satisfaction has relationship with turnover intention nurses at Prima Medika Hospital in 2017. Conclusion nurse intention turnover is influenced by job satisfaction that lies in the salary, so the salary in this case needs to be considered. Keywords turnover intention, job satisfaction, extrinsic factor, intrinsic factor