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=20502954&lokasi=lokal

----

Abstrak

<hr>ABSTRACT

Introduction: Hospital is an organization that produces a product in the form of health services which consists of several professions and disciplines of Science, one of which plays an important role is the nurse. Nurses in quantity become the largest workforce, providing 24 hour service continuously and absorb more than 50% Hospital budget. High nurse turnover rates can cause disruption to services provided to patients. Standard turn over employees, which can still be tolerated is 10% per year. Turn over nurses that occurred in RSU Prima Medika which increased from 2015 to 2017, causing concerns from the management, especially at the end of 2016 intention turnover rate of 22.1%.
The purpose of this study is to determine the determinants of Turn Over Intention Nurses at Prima Medika Hospital in 2017

Method: This research is analytic with quantitative approach. This study used cross sectional design. The number of samples used in this study was 114 nurses who come from employees who work at Prima Medika Hospital after deducting exclusion criteria.

Results: Salary Factor has relationship with nurse work satisfactory at RSU Prima Medika in the year of 2017. Other factors such as: working conditions; status within the organization; supervision; peer-partner interpersonal relationships, superiors and subordinates; achievement and the work itself, has no significant relationship with nurse job satisfactory. Job satisfactory 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.