

## Gambaran Retensi Perawat di Rumah Sakit : Literature Review = Overview of Nurse Retention in Hospital : Literature Review

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### Abstrak

Penulisan review ini membahas salah satu permasalahan penting sumber daya manusia rumah sakit yaitu retensi perawat. Tujuan dari penulisan adalah untuk mengetahui gambaran retensi, dan mengidentifikasi faktor-faktor yang mempengaruhi retensi perawat di rumah sakit. Jenis literatur yang digunakan berupa literatur elektronik yang didapat melalui database online dan website yakni PubMed, Garuda Ristekdikti, ProQuest, Willey Online Library, dan neliti.com. Peneliti mendapatkan 14 literatur dengan metode penelitian kualitatif dan kuantitatif. Identifikasi inti pembahasan pada setiap literatur disajikan dalam tabel matriks yang secara garis besar memuat aspek gambaran retensi; faktor-faktor retensi diantaranya faktor organisasi dan pekerjaan, serta faktor karakteristik individu. Hasil penelitian menyimpulkan bahwa retensi perawat dirumah sakit kurang kuat, ditunjukkan dari tingkat turnover yang mayoritas masih diatas 10% baik RS Swasta maupun RS Pemerintah di Indonesia dan luar Indonesia. Faktor pekerjaan dan organisasi yang secara signifikan mempengaruhi retensi dan paling dominan dibahas dari seluruh literatur adalah lingkungan kerja, sedangkan untuk faktor individu adalah masa kerja.

.....This literature review is discussed about one of the important hospitals human resource problems, nurse retention. The purpose of this paper is to describe the retention, and identify the factors that influence the retention of nurses in the hospital. The type of literature used is electronic literature that collected through online databases and websites include PubMed, Garuda Ristekdikti, ProQuest, Willey Online Library, and neliti.com. Researchers obtained 14 literatures with qualitative and quantitative research methods. Identification of the main discussion in each literature is presented in a matrix table which outlines aspects of the retention picture; retention factors including organizational and work factors, as well as individual characteristics factors. The results of the study concluded that the retention of nurses in hospitals was not strong, as indicated by the turnover rate, the majority of which was still above 10%, both in private hospitals and government hospitals in Indonesia and outside Indonesia. Occupational and organizational factors that significantly affect retention and are the most dominant discussed from the entire literature are work environment, while for individual factors are years of service.