

## Studi faktor-faktor yang mempengaruhi turnover perawat honorer di Rumah Sakit Kabupaten Tangerang

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### Abstrak

Penelitian ini dilakukan dengan tujuan mengetahui faktor-faktor yang mempengaruhi turnover perawat honorer di RSUD Kabupaten Tangerang sejak tahun 1998 sampai tahun 2001. Turnover perawat honorer di RSUD Tangerang Tinggi. Penelitian ini dilakukan terhadap perawat honorer yang telah keluar, sedangkan perawat yang masih tetap bekerja dan Tim Manajemen sebagai pembanding. Penelitian dilakukan dengan menggunakan metode analisa kualitatif deskriptif dengan rancangan studi kasus. Data diperoleh dengan wawancara mendalam (indepth interview) 9 orang perawat yang telah keluar, wawancara mendalam dengan 8 orang Tim Manajemen dan dengan Fokus Grup Diskusi sebanyak 12 orang. Kerangka pikir penelitian terdiri dari variabel independent yaitu faktor-faktor yang mempengaruhi kepuasan kerja perawat honorer terdiri dari faktor internal rumah sakit, Faktor eksternal rumah sakit dan karakteristi perawat. Dari hasil penelitian yang diperoleh faktor internal rumah sakit dan karakteristik perawat tidak menyebabkan perawat honorer keluar dari RSUD Tangerang. Yang menyebabkan perawat honorer keluar karena adanya kesempatan kerja diluar (faktor eksternal rumah sakit).

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Study Case on Influence Factors Honorary Nurse Turnover in RSUD Tangerang Regency  
The research purposes to illustrate influence factors of honorary nurse turnover. Since 1995 until 2001 in RSUD Tangerang regency honorary nurse turnover more than nonnal standard or high number is 5 - 10 %. Research samples to honorary nurse have been resigned compare with still working honorary nurse and management team. The research is using qualitative description analysis method with study case plan. Qualitative data acquire by doing depth interview on 10 (ten) honorary nurses have been resigned, 8 (eight) management team and 12 (twelve) persons Discussion Focus Group. Framework concepts research is consist of independent variable means satisfaction influence factors honorary nurse from internal and external hospital including characteristic background of each person. As the research conclusion from internal factors and nurse characteristic are not main cause to quit from RSUD Tangerang regency. The real causes are minimum standard salary, no reward and no development career, and also as external factor gets new chances job. The suggestion for Chief RSUD Tangerang regency to minimize honorary nurse turnover on hospital internal variables like similarity salary with Regional Minimum Wages Tangerang regency, incentives, rewards to best honorary nurse and development chances. In field works, it's difficult for them to be state employer and Wise to take them to be stable nurse in this hospital according to work credibility. If the possibility is difficult make similar salary with minimum regional wage to decrease outcome can be realize employment bus and add mess fund by RSII Tangerang regency or propose to Regency and Center government.