

# Kajian Terhadap Faktor-Faktor yang Mempengaruhi Keinginan untuk Berpindah Pekerjaan sebagai Dampak dari Pandemi Covid-19 Studi Empiris pada Tenaga Kesehatan di Wilayah Jabodetabek = Driving factors of Turnover Intentions: The Case of Health Workers in Indonesia during Covid-19 Pandemic

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## Abstrak

Ketakutan petugas kesehatan terhadap Covid-19 berdampak pada peningkatan turnover intention. Penelitian ini bertujuan untuk mengetahui faktor-faktor yang mempengaruhi turnover intention dan antecedent workplace violence oleh pekerja di sektor kesehatan dalam konteks Covid-19. Pengumpulan data dilakukan melalui kuesioner pada petugas kesehatan Jabodetabek (N = 447) dan dianalisis menggunakan Structural Equation Modeling (SEM) untuk memeriksa kecocokan model dan uji antar konstruk. Hasilnya, work environment, workplace violence dan occupational burnout memiliki pengaruh langsung terhadap turnover intention. Selain itu workplace violence mampu memediasi hubungan antara occupational burnout dengan turnover intention dan work environment dengan turnover intention. occupational burnout dan work environment masing-masing dapat mempengaruhi workplace violence. Work environment, occupational burnout dan workplace violence merupakan faktor penting dalam mencegah keinginan berpindah.

Selanjutnya, pencegahan kekerasan di tempat kerja dan keinginan berpindah dapat dilakukan dengan mengurangi kelelahan bekerja dan meningkatkan lingkungan kerja yang positif dan supportive.

.....The fear of health workers about Covid-19 has an impact on increasing turnover intention. This study aims to determine the factors that influence turnover intention and antecedents of workplace violence by workers in the health sector in the context of Covid-19. Data was collected through a questionnaire among Jabodetabek health workers (N = 447) and analyzed using Structural Equation Modeling (SEM) to check the fit of the model and test between constructs. As a result, work environment, workplace violence and occupational burnout have a direct influence on turnover intention. In addition, workplace violence is able to mediate the relationship between occupational burnout and turnover intention and the work environment with turnover intention. Occupational burnout and work environment can each affect workplace violence. Work environment, occupational burnout and workplace violence are important factors in preventing the turnover intention. Furthermore, prevention of workplace violence and turnover intention can be done by reducing work fatigue and increasing a positive and supportive work environment.