

ABSTRACT

The number of nursing staff at hospital X Gresik who leave the organization increased by 14% in 2024. This condition is preceded by the intention to leave or turnover intention. There are many factors that can influence this intention to leave, such as individual factors and organizational factors. This study aims to analyze the influence of individual factors and organizational factors of nurses on turnover intention at hospital X Gresik. This research is analytic quantitative with a cross-sectional design. The research sample consisted of 60 nurses at hospital X Gresik. The sampling technique used was probability sampling with proportional random sampling method. Data were obtained through questionnaires and then analyzed using multinomial logistic regression analysis. The results showed that the individual factor influencing turnover intention was organizational commitment, while the organizational factor influencing turnover intention was career development. Suggestions from this study that hospital management should establish activity patterns that foster a strong nurse commitment to the organization, such as discussion forums, social activities, gatherings, outings, or events that can strengthen personal bonds and build solidarity and team commitment to the hospital. Furthermore, it is also necessary to improve the career ladder system in accordance with the organizational structure and the hospital's specific service needs to make it more implementable.

Keywords: *nurse, turnover intention, individual factors, organizational factors*

ABSTRAK

Turnover tenaga keperawatan di Rumah Sakit X Gresik meningkat sebesar 14% dari tahun 2023 ke 2024. Tingginya angka tersebut dapat berdampak negatif bagi rumah sakit. Penelitian ini bertujuan untuk menganalisis pengaruh faktor individu dan faktor organisasi perawat terhadap *turnover intention* di Rumah Sakit X Gresik. Jenis penelitian ini yaitu kuantitatif analitik dengan desain *cross sectional*. Sampel penelitian berjumlah 60 orang perawat Rumah Sakit X Gresik. Teknik sampling yang digunakan adalah *probability sampling* dengan metode *proportional random sampling*. Data diperoleh melalui kuesioner yang selanjutnya dianalisis menggunakan analisis regresi logistik multinomial. Hasil penelitian menunjukkan faktor individu yang berpengaruh terhadap *turnover intention* yaitu komitmen organisasi. Sedangkan faktor organisasi yang berpengaruh yaitu pengembangan karir. Saran dari hasil penelitian ini adalah manajemen rumah sakit perlu membentuk pola kegiatan yang menimbulkan komitmen perawat yang baik bagi organisasi seperti forum diskusi, kegiatan sosial, gathering, outing atau event yang dapat mempererat ikatan personal dan membangun solidaritas serta komitmen tim terhadap rumah sakit. Selain itu, juga perlu memperbaiki sistem jenjang karir sesuai dengan struktur organisasi dan kebutuhan pelayanan spesifik rumah sakit agar lebih implementatif.

Kata kunci: perawat, *turnover intention*, faktor individu, faktor organisasi