

**FACTORS THAT INFLUENCE TURNOVER NURSES IN BHAYANGKARA
HOSPITAL HOSPITAL SAMSOERI MERTOJOSO SURABAYA 2019**

ABSTRACT

The nurse's turnover number exceeds the number of 5-10% norm per year, will certainly cause problems for human resource management, especially nurses in hospitals Bhayangkara H. S Samsleri Mertojoso Surabaya. This research aims: Analyzing the factors influencing the turnover intention of nurses in hospital Bhayangkara H. S Samsleri Mertojoso Surabaya, this research includes quantitative research. The population in this study was a contract labor nurse at Bhayangkara Hospital H. S Samsleri Mertojoso Surabaya as much as 134 nurses. The samples in this study were as many as 56 nurses and sampling techniques using the Lemeshow formula method. This research uses purposive sampling. Data collection using questionnaires. Data analysis using multiple regression. The hospital factors studied are about reward nurses less satisfied with the reward given, the work facilities are comfortable and clean, the job description is obvious. The nurse factor is about the age of nurses aged 36-35 years, female nurse, working period between 3-5 years, nursing education in hospital D3, while Perkawainan status is married. Nurses have the motivation to get the experience of working high, nurses are confident that the environment is good while learning from the senior is enough to increase the knowledge of nurses and job satisfaction is satisfied with the environment in the hospital. Turnover intention high, hospital nurses are much thought to move to work if there is a more attractive offer. A test of influence using a double linear regression test is known that the verification of the nurse's turnover intention is confidence, learning and job satisfaction. Advice is expected the hospital can add to the needs of nurses.

Keywords: Hospital Factors, Nurse Factors, Turnover Intention

FAKTOR- FAKTOR YANG MEMPENGARUHI *TURNOVER* PERAWAT DI
RUMAH SAKIT BHAYANGKARA H.S. SAMSOERI MERTOJOSO
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ABSTRAK

Angka *turnover* perawat tersebut melebihi angka norma yaitu sebesar 5-10% per tahun, tentu akan menimbulkan masalah bagi pengelolaan sumber daya manusia khususnya perawat di rumah sakit Bhayangkara H.S Samsleri Mertojoso Surabaya. Penelitian ini bertujuan : Menganalisis faktor- faktor yang mempengaruhi *turnover intention* perawat di Rumah Sakit Bhayangkara H.S Samsleri Mertojoso Surabaya, Penelitian ini termasuk penelitian kuantitatif. Populasi dalam penelitian ini adalah perawat tenaga kerja kontrak di Rumah Sakit Bhayangkara H.S Samsleri Mertojoso Surabaya sebanyak 134 perawat. Sampel dalam penelitian ini sebanyak 56 perawat dan teknik pengambilan sampel menggunakan metode rumus Lemeshow. Penelitian ini menggunakan purposive sampling. Pengumpulan data menggunakan kuesioner. Analisis data menggunakan regresi berganda. Faktor rumah sakit yang diteliti adalah tentang imbalan perawat kurang puas dengan imbalan yang diberikan, fasilitas kerja sudah nyaman dan bersih, job description sudah jelas. Faktor Perawat adalah tentang usia perawat di usia 36-35 tahun, perawat berjenis kelamin wanita, masa kerja antara 3-5 tahun, jenjang pendidikan perawat di rumah sakit D3, sedangkan status perkawinan sudah menikah. Perawat memiliki motivasi ingin mendapatkan pengalaman berkerja tinggi, perawat yakin bahwa lingkungan baik sedangkan pembelajaran dari senior sudah cukup menambah pengetahuan perawat dan kepuasan kerja sudah puas dengan lingkungan di rumah sakit. *Turnover intention* tinggi, perawat di rumah sakit banyak berfikir untuk pindah berkerja jika ada tawaran yang lebih menarik. Uji pengaruh menggunakan uji regresi linier berganda diketahui bahwa variabel yang berpengaruh terhadap *turnover intention* perawat yaitu keyakinan, pembelajaran dan kepuasan kerja. Saran diharapkan pihak rumah sakit bisa menambah fasilitas kebutuhan perawat.

Kata kunci: Faktor Rumah Sakit, Faktor Perawat, *Turnover Intention*