

## **ABSTRAK**

Turnover keperawatan yang tinggi merupakan tantangan besar bagi manajer keperawatan dalam pengembangan staf di rumah sakit. Secara normal setiap tahun turnover di rumah sakit antara 5-10%. Turnover dinyatakan tinggi apabila melebihi 10% setiap tahun. Namun, ditemukan penelitian yang menyatakan bahwa rata-rata turnover perawat di rumah sakit sebesar 19%. Dari hal ini dapat diketahui bahwa masih terdapat rumah sakit yang memiliki turnover tinggi dari standar yang ada. Penelitian ini menggunakan studi literature review yang diperoleh dari pencarian jurnal tahun 2011-2020. Database online pencarian artikel jurnal yang digunakan adalah one search, garuda, dan google scholar. Pencarian kata kunci menggunakan boolean operator dengan kode and yaitu turnover intention dan perawat. Ditemukan 10 jurnal yang memenuhi kriteria inklusi sesuai dengan pertanyaan penelitian. Hasil temuan literature review tingginya turnover intention perawat disebabkan oleh faktor eksternal dan faktor internal. Faktor eksternal dari aspek lingkungan disebabkan ketersediaan lapangan kerja dan tawaran kerja dari institusi lain, dan dari aspek individu disebabkan karena usia, masa kerja, jenis kelamin, status perkawinan, status kerja, dan daerah asal. Sedangkan faktor internal disebabkan karena kompensasi, pekerjaan, pengembangan karir, rekan kerja, komunikasi, lingkungan kerja, stress kerja, beban kerja, dan komitmen organisasi. Faktor paling dominan yang mempengaruhi turnover intention perawat adalah faktor kompensasi. Kesimpulan dari faktor yang mempengaruhi turnover intention perawat adalah faktor eksternal, faktor kepuasan kerja, faktor individu, dan faktor kompensasi yang paling mendominasi. Saran bagi rumah sakit adalah memperhatikan kompensasi, pengembangan karir, dan kepuasan perawat.

Kata kunci: turnover intention, perawat, rumah sakit,

## **ABSTRACT**

*High nursing turnover is a big challenge for nursing managers in staff development in hospitals. Normally, every year the hospital turnover is between 5-10%. Turnover is declared high if it exceeds 10% annually. However, a study found that the average nurse turnover in the hospital was 19%. From this it can be seen that there are still hospitals that have a high turnover of existing standards. This study uses a literature review study obtained from a search for journals in 2011-2020. The online databases for searching journal articles used are One Search, Garuda, and Google Scholar. Search keywords using a boolean operator with the code and, namely turnover intention and nurses. There were 10 journals that met the inclusion criteria according to the research question. The results of the literature review findings that the high turnover intention of nurses is caused by external factors and internal factors. External factors from the environmental aspect are caused by the availability of job opportunities and job offers from cloth institutions, and from the individual aspect due to age, years of service, gender, marital status, work status, and area of origin. While internal factors are caused by compensation, work, career development, co-workers, communication, work environment, work stress, workload, and organizational commitment. The most dominant factor that affects the turnover intention of nurses is the compensation factor. The conclusion of the factors that influence nurses' turnover intention are external factors, job satisfaction factors, individual factors, and the most dominating compensatory factors. Suggestions for hospitals are to pay attention to compensation, career development, and nurse satisfaction.*

*Keywords: turnover intention, nurses, hospital*