

ABSTRAK

Pengelolaan Sumber Daya Manusia (SDM) di rumah sakit sangat penting karena SDM merupakan tulang punggung dalam memberikan pelayanan kesehatan yang berkualitas. Data *turnover* RS Muji Rahayu setiap tahunnya selalu meningkat dan melebihi standar diatas 10% atau 15%. Menurut Gillies, (1994) angka *turnover* normal perawat di rumah sakit berkisar antara 5-10% per tahun. Penelitian ini bertujuan untuk mengeksplorasi *work engagement* sebagai predictor dari *intention to stay* dan *job satisfaction*. Penelitian ini berjenis penelitian observasional analitik, dengan memiliki rancang bangun penelitiannya adalah *cross sectional*. Responden penelitian ini adalah 115 orang responden, Teknik pengambilan sampel pada penelitian ini adalah *Proporsional Random Sampling* karyawan yang bertugas pada RS Muji Rahayu. Pada hasil penelitian terbukti variable *work engagement* dapat menjelaskan variable *job satisfaction* sebesar 72% dan variable *work engagement* juga dapat menjelaskan variable *intention to stay* sebesar 76% yang berarti berpengaruh kuat. Sedangkan variable *job satisfaction* dapat menjelaskan variable *intention to stay* sebesar 69%. Berdasarkan hasil tersebut dapat dibuktikan bahwa *work engagement* dapat digunakan sebagai predictor niat karyawan untuk tetap tinggal di organisasi atau *intention to stay*. Variable *work engagement* terbukti berpengaruh kuat terhadap variabel *intention to stay* sehingga dapat dikatakan sebagai predictor *intention to stay*, dan Variable *work engagement* terbukti sekaligus sebagai mediator antara variable *job satisfaction* dengan variabel *intention to stay*.

Kata kunci : *Work engagement, intention to stay, job satisfaction, turnover, rumah sakit*

ABSTRACT

Human Resource Management (HRM) in hospitals is crucial because HR is the backbone of delivering quality healthcare services. At Muji Rahayu Hospital, the turnover rate has consistently increased each year, exceeding the standard rate of 10% to 15%. According to Gillies (1994), the normal turnover rate for nurses in hospitals ranges between 5% and 10% per year. This study aims to explore work engagement as a predictor of intention to stay and job satisfaction. The research is an observational analytic study with a cross-sectional design. The study involved 115 respondents, and the sampling technique used was Proportional Random Sampling among employees at Muji Rahayu Hospital. The findings indicate that work engagement can explain 72% of the job satisfaction variable and 76% of the intention to stay variable, demonstrating a strong influence. Moreover, job satisfaction can explain 69% of the intention to stay variable. Based on these results, it is evident that work engagement can be used as a predictor of employees' intention to stay in the organization. The work engagement variable has been proven to have a strong influence on the intention to stay variable, thus it can be considered a predictor of intention to stay. Additionally, work engagement is proven to be a mediator between job satisfaction and intention to stay.

Keywords: Work engagement, intention to stay, job satisfaction, turnover, hospital