

ABSTRACT

ANALYZE THE RELATIONSHIP BETWEEN WORK STRESS, WORKLOAD, FINANCIAL COMPENSATION, JOB SATISFACTION AND NURSE TURNOVER INTENTION AT ANWAR MEDIKA GENERAL HOSPITAL

Human Resource Management is a very interesting thing to explore because it plays an important role in hospital operations, this is because hospitals face problems, namely significant turnover of nurses and difficulties in retaining nursing staff. Research purposes is to analyze the relationship between work stress, workload, financial compensation, job satisfaction and nurse turnover intention at Anwar Medika General Hospital. This research design is correlational analytic with a cross-sectional approach. The research population was all 340 nurses at Anwar Medika General Hospital. The sample was taken using a proportionate random sampling technique of 184 respondents. Data were collected using questionnaire instruments and tested using univariate and multivariate analysis. The results of the research show that partially work stress, financial compensation and job satisfaction have a positive and significant effect on nurses' turnover intention as indicated by the values of ρ work stress = 0.000, ρ financial compensation = 0.000, ρ job satisfaction = 0.000 $< \alpha = 0.05$, while workload has a positive but not significant effect on nurses' turnover intention as indicated by the value $\rho = 0.183 > \alpha = 0.05$. Simultaneously or together with all independent variables (Work Stress, Work Load, Financial Compensation, Job Satisfaction) on the dependent variable (Turnover Intention) which is indicated by the value $\rho = 0.000 < \alpha = 0.05$. Based on the coefficient of determination value, it shows that job satisfaction has the highest coefficient of determination value, so it can be stated that the most dominant factor in influencing the occurrence of turnover intention is the nurse job satisfaction factor. This means that the more satisfied the job satisfaction of nurses will reduce the turnover intention of nurses in the organization

Keywords : Work Stress, Work Load. Financial Compensation, Job Satisfaction, Turnover Intention

ABSTRAK

ANALISIS STRESS KERJA, BEBAN KERJA, KOMPENSASI FINANSIAL, JOB SATISFACTION DENGAN *TURNOVER* *INTENTION* PERAWAT DI RUMAH SAKIT UMUM ANWAR MEDIKA

Pengelolaan Sumber Daya Manusia adalah suatu hal yang sangat menarik untuk digali karena berperan penting dalam operasional rumah sakit, hal ini karena rumah sakit menghadapi permasalahan yaitu pergantian perawat secara signifikan dengan jumlah yang tidak sedikit dan kesulitan dalam mempertahankan staf perawat. Tujuan penelitian untuk melakukan analisis hubungan stress kerja, beban kerja, kompensasi finansial, *job satisfaction* dengan *Turnover intention* perawat di Rumah Sakit Umum Anwar Medika. Desain Penelitian ini yaitu analitik korelasional dengan pendekatan *crosssectional*. Populasi penelitian yaitu Seluruh perawat di Rumah Sakit Umum Anwar Medika sebanyak 340 perawat. Sampel diambil dengan teknik *proportionat random sampling* sebanyak 184 responden. Data dikumpulkan dengan instrument kuesioner dan diuji secara *univariate* dan *multivariate* analisis. Hasil penelitian menunjukkan bahwa secara parsial stress kerja, kompensasi finansial dan *job satisfaction* berpengaruh positif dan signifikan terhadap adanya *turnover intention* perawat yang ditunjukkan dengan nilai ρ stress kerja = 0,000, ρ kompensasi finansial = 0,000, ρ *job satisfaction* = 0,000 < α = 0,05, sedangkan pada beban kerja berpengaruh positif tetapi tidak signifikan terhadap adanya *turnover intention* perawat yang ditunjukkan dengan nilai ρ = 0,183 > α = 0,05. Secara simultan atau bersama ke semua variabel independen (Stres Kerja, Beban Kerja, Kompensasi Finansial, *Job Satisfaction*) terhadap variabel dependen (*Turnover Intention*) yang ditunjukkan dengan nilai ρ = 0,000 < α = 0,05. Berdasarkan nilai koefisien determinasi menunjukkan bahwasannya *job satisfaction* mempunyai nilai koefisien determinasi yang tertinggi, sehingga dapat dinyatakan faktor yang paling dominan dalam mempengaruhi terjadinya *turnover intention* adalah faktor *job satisfaction* perawat. Berarti semakin puas *job satisfaction* perawat akan menurunkan *turnover intention* perawat dalam organisasi.

Kata Kunci : Stress Kerja, Beban Kerja, Kompensasi Financial, Job Satisfaction, Turnover Intention