

ABSTRAK

HUBUNGAN KEPUASAN KERJA PERAWAT DENGAN *TURNOVER INTENTION* DI RUMAH SAKIT ISLAM SAKINAH MOJOKERTO

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Turnover intention merupakan kecenderungan perawat untuk meninggalkan pekerjaannya yang dapat berdampak pada kualitas pelayanan rumah sakit, peningkatan beban kerja, dan biaya rekrutmen tenaga baru. Salah satu faktor yang diduga berhubungan dengan *turnover intention* adalah kepuasan kerja. Penelitian ini bertujuan untuk mengetahui hubungan kepuasan kerja perawat dengan turnover intention di Rumah Sakit Islam Sakinah Mojokerto. Penelitian ini menggunakan metode kuantitatif dengan desain korelasional dan pendekatan *cross-sectional*. Sampel penelitian berjumlah 74 perawat yang dipilih menggunakan teknik *total sampling*. Data dikumpulkan menggunakan kuesioner kepuasan kerja dan turnover intention yang telah memenuhi uji validitas dan reliabilitas, kemudian dianalisis menggunakan uji korelasi Spearman dengan tingkat signifikansi 0,05. Hasil penelitian menunjukkan sebagian besar responden memiliki kepuasan kerja dan turnover intention pada kategori tinggi. Hasil uji korelasi Spearman's memperoleh nilai $p = 0,645$ ($p > 0,05$), sehingga tidak terdapat hubungan yang signifikan antara kepuasan kerja dengan *turnover intention* pada perawat di Rumah Sakit Islam Sakinah Mojokerto. *Turnover intention* diduga dipengaruhi oleh faktor lain di luar kepuasan kerja. Penelitian selanjutnya disarankan mengkaji faktor lain, seperti beban kerja, *burnout*, komitmen organisasi, dan lingkungan kerja.

Kata kunci: kepuasan kerja, *turnover intention*, perawat

ABSTRACT

THE RELATIONSHIP BETWEEN NURSE JOB SATISFACTION AND TURNOVER INTENTION AT SAKINAH ISLAMIC HOSPITAL, MOJOKERTO

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Turnover intention is a nurse's tendency to leave their job, which can negatively affect the quality of hospital services, increase workload for remaining staff, and raise the costs of recruiting new personnel. One factor presumed to be associated with turnover intention is job satisfaction. This study aimed to determine the relationship between nurses' job satisfaction and turnover intention at Sakinah Islamic Hospital Mojokerto. This study employed a quantitative research method with a correlational design and a cross-sectional approach. The sample consisted of 74 nurses selected using the total sampling technique. Data were collected using validated and reliable job satisfaction and turnover intention questionnaires and were analyzed using the Spearman correlation test with a significance level of 0.05. The results showed that the majority of respondents had high levels of job satisfaction and high turnover intention. The Spearman correlation test yielded a p-value of 0.645 ($p > 0.05$), indicating that there was no significant relationship between job satisfaction and *turnover intention* among nurses at Sakinah Islamic Hospital Mojokerto. These findings suggest that turnover intention may be influenced by factors other than job satisfaction. Future studies are recommended to examine other factors, such as workload, burnout, organizational commitment, and the work environment.

Keywords: job satisfaction, turnover intention, nurses